



EMPLOYMENT TRIBUNALS

Claimant: **Miss Clair-Louise Harris**

Respondent: **Wave Multi-Academy Trust**

Heard at: **Exeter Employment Tribunal (by CVP)**

On: **18 November 2025**

Before: **Employment Judge Volkmer**
Tribunal Member V. Blake
Tribunal Member L. Fellows

Representation

Claimant: in person

Respondent: Mr Holland, counsel

REMEDIES JUDGMENT

1. The Respondent must pay the Claimant **£15,744.16** (see schedule for calculation).
2. By consent, it is ordered that this sum must be paid by **16 December 2025**.

Approved by
Employment Judge Volkmer
18 November 2025

JUDGMENT SENT TO THE PARTIES ON
15 December 2025

CALCULATION SCHEDULE

Basic award (agreed between the parties)	£634.50
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Compensatory Award

Financial loss (agreed between the parties)	£4,579.80
Loss of Statutory Rights	£500

Interest on compensatory award

Discrimination date = 20/08/23

Calculation date = 18/11/2025

Interest rate = 8%

Number of days between discrimination date and calculation date = 821

Interest = $(821 \div 2) \times 0.08 \times 1/365 \times 5,079.80 = £457.04$ £457.04

Total Compensatory Award	£5,536.84
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Injury to feelings Award

Injury to feelings award	£8,000
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Interest on injury to feelings award

Discrimination date = 05/06/2023

Calculation date = 18/11/2025

Interest rate = 8%

Number of days between discrimination date and calculation date = 897

Interest = $897 \times 0.08 \times 1/365 \times 8,000 = £1,572.82$ £1,572.82

Total Injury to Feelings Award	£9,572.82
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GRAND TOTAL	£15,744.16
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£634.50 + £5,536.84 + £9,572.82 = £15,744.16

Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>