



# 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)	<b>£634.50</b>
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Compensatory Award

Financial loss (agreed between the parties)	£4,579.80
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Loss of Statutory Rights	£500
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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
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<b><u>Total Compensatory Award</u></b>	<b>£5,536.84</b>
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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
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<b><u>Total Injury to Feelings Award</u></b>	<b>£9,572.82</b>
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<b><u>GRAND TOTAL</u></b>	<b>£15,744.16</b>
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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.

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**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/>