



EMPLOYMENT TRIBUNALS

Claimant: Ms S Tapia-Bowes

Respondent: Omega Multi-Academy Trust

Heard at: Liverpool

On: 2 3 4 5 and 6 March
2026

Before: Employment Judge Benson

REPRESENTATION:

Claimant: in person

Respondent: Mr A Cullen - counsel

JUDGMENT

1. The complaint of unfair dismissal pursuant to section 98 of the Employment Rights Act 1996 (ERA) is well-founded. The claimant was unfairly dismissed.
2. The complaint of automatic unfair dismissal pursuant to section 103A of the ERA is not well-founded and is dismissed.
3. The complaints of direct sex discrimination, discrimination arising from disability and a failure in the duty to make reasonable adjustments (pursuant to sections 13, 15 and 20 of the Equality Act) were withdrawn and are dismissed.
4. The claimant caused or contributed to the dismissal by blameworthy conduct, and it is just and equitable to reduce the compensatory award payable to the claimant by 75%.
5. It is just and equitable to reduce the basic award payable to the claimant by 75% because of the claimant's conduct before the dismissal.
6. A remedy hearing is listed for **1 May 2026**. Case management orders have been made separately.

Approved by:

Employment Judge Benson

6 March 2026

Judgment sent to the parties on:

17 April 2026

For the Tribunal:

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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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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 at www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/