



EMPLOYMENT TRIBUNALS

Claimant: Ms Emma Turner

Respondent: Wemms Education Unlimited Limited

Heard at: London South **On:** 8 May 2026

Before: Employment Judge Sekhon

Representation

Claimant: Ms Turner (In person)

Respondent: Ms Lisa MacPherson and Ms Megan Booth, Chair and Vice Chair of the Board of Trustees.

REMEDY JUDGMENT

The previous Judgment of the Tribunal on 10 December 2025 was that: -

1. **The claimant's complaint that she was automatically unfairly constructively dismissed and subjected to detriment for having made protected disclosures (whistleblowing) are well founded and she succeeds in her claim.**
2. In this respect the claimant is awarded the following sums.

Automatic unfair dismissal under section 103A.

Compensatory award

Loss of statutory rights **£0.00**

Loss of earnings from 1.07.2024 to 1.11.2024 = **£9,136.82**

Salary net £752.49 per week multiplied by 18 weeks = £13,544.82 minus income received of £4,408

Loss of earnings from 1.11.2024 to 1.09.2025 = **£3,415**

Difference in pay of £7,000 per annum. Claim for 10 months. Gross figure of £5,833 for 10 months and salary net figure of £3,415 for 10 months

Loss of pension = **£457.20**

Travel costs = **£250**

Total compensatory award **£13,259.02.**

25% mark up for failure to follow ACAS Code of Conduct on award = **£3,314.76**

Total compensatory award including mark up = **£16,573.78.**

Injury to feelings award.

The claimant is awarded the sum of **£11,700.00** injury to feelings.

25% mark up for failure to follow ACAS Code of Conduct on award = **£2,925**

Total Injury to feelings award including mark up = **£14,625**

Applying interest at an annual rate of 8% for 844 days since date of first detriment on 15 January 2024 = $(844/365 \times 0.08 \times 14,625)$ = **£2,705.42 interest.**

The total award for injury to feelings, including interest is **£17,330.42**

Preparation Time Order

The claimant is awarded **£1,000** for her time preparing the case due to the respondents' unreasonable conduct.

Calculated at 25 hours at £45 per hour for work carried out in November / December 2025 and January 2026

3. Recoupment does not apply in these proceedings as the claimant has not been in receipt of state benefits.
4. Total payable by the respondent to the claimant in this Tribunal claim is **£34,904.20**. This must be paid within 14 days.

Employment Judge Sekhon
Date: 11 May 2026

Sent to the parties on:
Date: 20 May 2026

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.