



EMPLOYMENT TRIBUNALS

Claimant: Ms S Tapia-Bowes

Respondent: Omega Multi-Academy Trust

Heard at: Liverpool

On: 2 3 4 5 and 6 March
& 1 May (remedy) 2026

Before: Employment Judge Benson

REPRESENTATION:

Claimant: in person

Respondent: Mr A Cullen - counsel

JUDGMENT ON REMEDY

1. The claimant does not seek reinstatement or reengagement.
2. The respondent shall pay the claimant the following sums:

(a) A basic award of **£4,900**

(b) A compensatory award of **£11,550**.

Note These are the actual sums payable to the claimant after any deductions or uplifts have been applied.

The Employment Protection (Recoupment of Benefits) Regulations 1996 do not apply.

Schedule

Basic Award:	1 week x 4 years x £700 (capped)	£2,800
	1.5 weeks x 16 years x £700 (capped)	<u>£16,800</u>
		£19,600
	Less 75% contribution (as per liability judgment)	<u>£14,700</u>
	Total:	£4,900

Compensatory Award

Actual loss period 12 June 2024 to 31 August 2025

Earnings: £807 x 64 weeks	£51,692
Book promotion income £150 x 15 months	£2250
Pension contributions £83.34 x 64 weeks	£5334
Loss of Statutory rights	<u>£500</u>
	£57,751

Less

Earnings post dismissal	<u>£11,551</u>
Less 75% contribution (as per liability judgment)	<u>£34,650</u>

Total: £11,500

Approved by:

Employment Judge Benson

5 May 2026

Judgment sent to the parties on:

28 May 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/



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

ARTICLE 12

Case number: **6018153/2024**

Name of case: **Ms S Tapia-Bowes** v **Omega Multi-Academy Trust**

Interest is payable when an Employment Tribunal makes an award or determination requiring one party to pay a sum of money to another party, apart from sums representing costs or expenses.

No interest is payable if the sum is paid in full within 14 days after the date the Tribunal sent the written record of the decision to the parties. The date the Tribunal sent the written record of the decision to the parties is called **the relevant decision day**.

Interest starts to accrue from the day immediately after the relevant decision day. That is called **the calculation day**.

The rate of interest payable is the rate specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as **the stipulated rate of interest**.

The Secretary of the Tribunal is required to give you notice of **the relevant decision day**, **the calculation day**, and **the stipulated rate of interest** in your case. They are as follows:

the relevant decision day in this case is: 28 May 2026

the calculation day in this case is: 29 May 2026

the stipulated rate of interest is: 8% per annum.

For the Employment Tribunal Office