



EMPLOYMENT TRIBUNALS

Claimant: Mrs J Baker

Respondent: (1) Langdon College
(2) Benjamin Mark Simon Kenneth Miller
(3) Nicholas Ian Doffman
(4) Philip Goldberg
(5) Emma Natalie Castleton
(6) Emily Haddock
(7) Richard Franklin

Heard at: Liverpool

On: 4 and 5 June 2026

Before: Employment Judge Benson

REPRESENTATION:

Claimant: Ms N Twine - counsel

Respondent: Ms R Kight - counsel

JUDGMENT

1. All complaints other than those which arose after 28 August 2024 are dismissed as the Tribunal has no jurisdiction to consider them. Such complaints were compromised by a settlement agreement dated 26 June 2024 pursuant to section 203 of the Employment Rights Act 1996
2. Within 28 days of this judgment, the parties shall notify the Tribunal of which complaints they say should proceed and their proposals for the filing of any amended response on the behalf of all respondents.

Approved by:

Employment Judge Benson

Dated: 30 June 2026

Judgment sent to the parties on:

5 August 2026

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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/