



EMPLOYMENT TRIBUNALS

Claimant: Miss E Hunt

Respondent: Equitas Academies Trust

Heard at: Birmingham

On: 21, 22, 23, 24 September 2026

Before: EJ Meichen

Representation

Claimant: in person

Respondent: Ms R Mellor, counsel

JUDGMENT

1. The claimant was unfairly dismissed by the respondent.
2. The claimant did not have a disability as defined in section 6 of the Equality Act 2010 at the time of the events the claim is about.
3. The respondent did not fail to make reasonable adjustments for the claimant.
4. There was a 15% chance that the claimant would have been fairly dismissed anyway.
5. The ACAS Code of Practice on Disciplinary and Grievance Procedures applied, the claimant unreasonably failed to comply with it and it is just and equitable to decrease the award payable to the claimant by 5%.
6. The claimant caused or contributed to her dismissal by blameworthy conduct and it is just and equitable to reduce the claimant's compensatory and basic award by 20%.
7. The figures for the claimant's compensation, prior to deductions, were agreed as follows:
 - 7.1 Basic award £15750.
 - 7.2 Three months net loss of earnings £7034.88.
 - 7.3 Pension loss £544.41
 - 7.4 Loss of statutory rights £500.

8. The respondent shall pay the claimant compensation as follows:

8.1 Basic award £12600 (15750 – 20%).

8.2 Compensatory award £5219.22 ($7034.88 + 544.41 + 500 = 8079.29 - 15\% = 6867.40 - 5\% = 6524.03 - 20\% = 5219.22$)

8.3 Total £17819.22.

Approved by:

Employment Judge Meichen

13 October 2026

Notes

Full reasons were given orally at the hearing. Written full reasons have been requested by the respondent and these will be provided in due course, unless the respondent informs the tribunal they are no longer required.

All judgments (apart from judgments under Rule 51) and any written full 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 claimant(s) and respondent(s).

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 here: www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/