



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

Mr N Ingram

and

Respondents

R1 – Reading Borough Council

R2 – Emmer Green Primary School

Hearing held at Reading on: 11 and 12 June 2018

Appearances:

For Claimant:

Miss C White, non-legal representative

For Respondents:

Ms A Reindorf, counsel

Employment Judge:

Mr SG Vowles

Members:

Ms C Baggs

Ms J Smith

UNANIMOUS JUDGMENT

Evidence

1. The Tribunal heard evidence on oath and read documents provided by the parties. From the evidence heard and read the Tribunal determined as follows.

Respondents

2. In accordance with articles 3, 4 and 6 of the Education (Modification of Enactments Relating to Employment) (England) Order 2003 the 2nd Respondent is the correct Respondent for the purposes of the claim for unfair dismissal. The 1st Respondent is the correct Respondent for the claims for sex discrimination and untaken holiday pay.

Unfair Dismissal – section 98 Employment Rights Act 1996

3. The Claimant was not unfairly dismissed. This complaint fails and is dismissed.

Direct Sex Discrimination – section 13 Equality Act 2010

4. The Claimant was not subject to sex discrimination. This complaint fails and is dismissed.

Holiday Pay – regulation 30 Working Time Regulations 1998

5. This complaint was withdrawn at the start of the hearing and it is dismissed.

Reasons – rule 62 of Schedule 1 to the Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013

6. Reasons for this judgment were given orally at the hearing. Written reasons will not be provided unless a written request is presented within 14 days of the date this judgment is sent to the parties.

Employment Judge Vowles

13 June 2018

Judgment sent to the parties on

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