



EMPLOYMENT TRIBUNALS

Claimant: Ms R Ingram

Respondent: Tettenhall College

Heard at: Birmingham (by CVP) **On:** 29, 30, 31 January 2024
and 1 February 2024

Before: Employment Judge Edmonds
Mr J Kelly
Mr R White

Representation

Claimant: Ms E Skinner, counsel

Respondent: Miss A Akers, counsel

JUDGMENT

1. The complaint of unfair dismissal is well-founded and succeeds. The claimant was unfairly dismissed.
2. The complaint of indirect sex discrimination is well-founded and succeeds.
3. Under section 163 Employment Rights Act 1996 it is determined that the claimant is entitled to a redundancy payment.
4. The complaint for breach of contract in relation to notice pay is not well-founded and does not succeed.
5. The complaint of less favourable treatment of part-time workers is not well-founded and does not succeed.
6. A one day remedy hearing, by CVP (video), will take place on **7 May 2024**.
7. The following case management orders are made in preparation for that remedy hearing:
 - a. The claimant will prepare and send to the respondent and the Tribunal an updated Schedule of Loss by **22 February 2024**.
 - b. The respondent will prepare and send to the claimant and the Tribunal a Counter Schedule of Loss by **14 March 2024**.

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- c. The parties shall work together to agree the contents of a file of documents to be used at the remedy hearing. The respondent will provide a copy of that file to the claimant by **28 March 2024** and will provide copies to the Tribunal in accordance with the Regional Practice Direction on Providing Documents to Midlands West ET.
- d. If the claimant wishes to provide a witness statement for the remedy hearing, this must be sent to the respondent by **18 April 2024**. The respondent will provide copies to the Tribunal for the hearing in accordance with the Regional Practice Direction on Providing Documents to Midlands West ET.

Employment Judge Edmonds

Date: 1 February 2024

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.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. 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:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>