

*Caroline Karason*

CASES 2023

Part 3/4

1. Cover Page (1 page)
2. Pages 15-63 of Claims (Employment Tribunal Case/s) starting from page 15/70 and ending at page 63/70 (49 pages)

	amend the minutes herself	guarantee)			<p>Melissa Day,          Jess Croton,          James Emblem          Aoife NQT</p> <p>Sex:          Hypothetical          Male NQT          and/or James          Emblem</p> <p>Race and Sex:          Hypothetical          White Male          NQT Science          Teacher and/or          James Emblem          Science Teacher</p> <p>Protected act:          S27(2)(c)          Being pregnant,          Attending          antenatal          appointment          02/05/2018</p>
6	Richard Heighway began using the Claimants classroom to conduct smoky experiments	Richard Heighway, Gateway Learning Community (A	May 2018	S13 (race and sex) S18 (pregnancy/maternity) S27 (victimisation)	Comparator: S13: Race:

	<p>which left the unventilated classroom hazy and possibly a health risk to the baby</p>	<p>company limited by guarantee)</p>			<p>Ellie Huxtable, Melissa Day, Jess Croton, James Emblem Aoife NQT</p> <p>Sex: Hypothetical Male NQT and/or James Emblem</p> <p>Race and Sex: Hypothetical White Male NQT Science Teacher and/or James Emblem Science Teacher</p> <p>Protected act: S27(2)(c) Being pregnant, Attending antenatal appointment 02/05/2018 and/or S27(2)(d)</p>
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					Meeting with Richard Heighway and Jo Jaffa 02/05/2018
7(a)	Spyros Maravegias bombarded Claimant with many unnecessary emails designed to add unnecessary stress to Claimant's already stressful situation as many points were already covered within the Burgundy Book	Spyros Maravegias, Gateway Learning Community (A company limited by guarantee)	May 2018 – November 2018	S13 (race and sex) S18 (pregnancy/maternity) S27 (victimisation)	Comparator: S13: Race: Ellie Huxtable, Melissa Day, Jess Croton, James Emblem Aoife NQT  Sex: Hypothetical Male NQT and/or James Emblem  Race and Sex: Hypothetical White Male NQT Science Teacher and/or James Emblem Science Teacher  Protected act:

					<p>S27(2)(c)  Being pregnant,  Attending  antenatal  appointment  02/05/2018  and/or  S27(2)(d)  Asking for  Bonus  and/or  Meeting with  Richard  Heighway and  Jo Jaffa  02/05/2018</p>
7(b)	<p>Claimant was not provided with a sick self certification in time and then told that her absence was classed as unauthorised and will be unpaid</p>	<p>Spyros Maravegias,  Gateway Learning  Community (A  company limited by  guarantee)</p>	<p>May 2018</p>	<p>S13 (race and sex)  S18 (pregnancy/maternity)  S27 (victimisation)</p>	<p>Comparator:  S13:  Race:  Ellie Huxtable,  Melissa Day,  Jess Croton,  James Emblem  Aoife NQT</p> <p>Sex:  Hypothetical  Male NQT  and/or James</p>

					<p>Emblem</p> <p>Race and Sex: Hypothetical White Male NQT Science Teacher and/or James Emblem Science Teacher</p> <p>Protected act: S27(2)(c) Being pregnant, Attending antenatal appointment 02/05/2018 and/or S27(2)(d) Asking for Bonus and/or Meeting with Richard Heighway and Jo Jaffa 02/05/2018</p>
7(c)	Reinforcing Richard Heighway's threat of failing NQT year by	Spyros Maravegias, Gateway Learning	May 2018-September 2018	S13 (race and sex) S18 (pregnancy/maternity)	Comparator: S13:

	using unfavourable language related to it on a regular basis in correspondence	Community (A company limited by guarantee)		S27 (victimisation)	<p>Race: Ellie Huxtable, Melissa Day, Jess Croton, James Emblem Aoife NQT</p> <p>Sex: Hypothetical Male NQT and/or James Emblem</p> <p>Race and Sex: Hypothetical White Male NQT Science Teacher and/or James Emblem Science Teacher</p> <p>Protected act: S27(2)(c) Being pregnant, Attending antenatal appointment 02/05/2018 and/or</p>
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					S27(2)(d) Asking for Bonus and/or Meeting with Richard Heighway and Jo Jaffa 02/05/2018
7(d)	Telling Claimant false information regarding sick leave sliding scales and IT/email polices	Spyros Maravegias, Gateway Learning Community (A company limited by guarantee)	May 2018- November 2018	S13 (race and sex) S18 (pregnancy/maternity) S27 (victimisation)	Comparator: S13: Race: Ellie Huxtable, Melissa Day, Jess Croton, James Emblem Aoife NQT  Sex: Hypothetical Male NQT and/or James Emblem  Race and Sex: Hypothetical White Male NQT Science Teacher and/or



					James Emblem Science Teacher  Protected act: S27(2)(c) Being pregnant, Attending antenatal appointment 02/05/2018 and/or S27(2)(d) Asking for Bonus and/or Meeting with Richard Heighway and Jo Jaffa 02/05/2018
8(a)	Called into a disguised meeting where Claimant was accused of lying about details of meeting with Richard Heighway	Kevin Sadler, Spyros Maravegias, Gateway Learning Community (A company limited by guarantee)	11 <sup>th</sup> September 2018	S13 (race and sex) S18 (pregnancy/maternity) S27 (victimisation)	Comparator: S13: Race: Ellie Huxtable, Melissa Day, Jess Croton, James Emblem Aoife NQT

					<p>Sex: Hypothetical Male NQT and/or James Emblem</p> <p>Race and Sex: Hypothetical White Male NQT Science Teacher and/or James Emblem Science Teacher</p> <p>Protected act: S27(2)(c) Being pregnant, Attending antenatal appointment 02/05/2018 and/or S27(2)(d) Asking for Bonus and/or Meeting with Richard Heighway and</p>
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					Jo Jaffa 02/05/2018
8(b)	Reinforcing Richard Heighway's threat of failing NQT year and aiming to get Claimant to leave the school by making statements such as, you've had a bad time in the school and also that it was likely that the Claimant would fail her NQT year even though the Union member present disputed this point as the Claimant had already successfully passed 2 out of 3 terms and was more likely to pass her NQT year	Kevin Sadler, Gateway Learning Community (A company limited by guarantee)	11 <sup>th</sup> September 2018	S13 (race and sex) S18 (pregnancy/maternity) S27 (victimisation)	Comparator: S13: Race: Ellie Huxtable, Melissa Day, Jess Croton, James Emblem Aoife NQT  Sex: Hypothetical Male NQT and/or James Emblem  Race and Sex: Hypothetical White Male NQT Science Teacher and/or James Emblem Science Teacher  Protected act: S27(2)(c) Being pregnant, Attending

					antenatal appointment 02/05/2018 and/or S27(2)(d) Asking for Bonus and/or Meeting with Richard Heighway and Jo Jaffa 02/05/2018
9(a)	Other pregnant Teachers were celebrated and announced in the Schools Newsletter. Claimant was not and had to write her own email announcement	Jo Jaffa, Gateway Learning Community (A company limited by guarantee)	January/ February 2019	S13 (race) S27 (victimisation)	Comparator: S13: Race: Ellie Huxtable, Melissa Day, Jess Croton, James Emblem Aoife NQT  Sex: Hypothetical Male NQT and/or James Emblem  Race and Sex:

					<p>Hypothetical White Male NQT Science Teacher and/or James Emblem Science Teacher</p> <p>Protected act: S27(2)(c) Being pregnant, Attending antenatal appointment 02/05/2018 and/or S27(2)(d) Asking for Bonus and/or Meeting with Richard Heighway and Jo Jaffa 02/05/2018</p>
9(b)	Grainne Mclaughlin reluctantly waited until after the Claimant had had a meeting with Richard Heighway before she sent a Congratulatory email	Grainne McLaughlin, Gateway Learning Community (A company limited by guarantee)	May 2018	S27 (victimisation)	Protected act: S27(2)(c) Being pregnant, Attending antenatal

					appointment 02/05/2018 and/or S27(2)(d) Asking for Bonus and/or Meeting with Richard Heighway and Jo Jaffa 02/05/2018
9(c)	Instead of congratulations Cormac Fanning made a negative remark regarding the Claimant's pregnancy along the lines of are you happy with being pregnant?	Cormac Fanning, Gateway Learning Community (A company limited by guarantee)	May 2018	S27 (victimisation)	Protected act: S27(2)(c) Being pregnant, Attending antenatal appointment 02/05/2018 and/or S27(2)(d) Asking for Bonus and/or Meeting with Richard Heighway and Jo Jaffa 02/05/2018

					and/or Challenging fairness of 1 hour detention policy
10	Grainne McLaughlin did not respond to Claimant's flexible working request to work part time	Grainne McLaughlin, Gateway Learning Community (A company limited by guarantee)	June 2019	S13 (sex) S27 (victimisation)	Comparator: S13: Sex: Hypothetical Male NQT and/or James Emblem  Protected act: S27(2)(c) Being pregnant, Attending antenatal appointment 02/05/2018 and/or For making a flexible working request and/or S27(2)(d) Asking for Bonus

					and/or Meeting with Richard Heighway and Jo Jaffa 02/05/2018 and/or Challenging fairness of 1 hour detention policy
11(a)	A flexible working Policy was created just for Claimant to intentionally trick her out of her Equality rights. This Policy was emailed directly to her	Grainne McLaughlin, Gateway Learning Community (A company limited by guarantee)	June 2019	S13 (sex) S27 (victimisation)	Comparator: S13: Sex: Hypothetical Male NQT and/or James Emblem  Protected act: S27(2)(c) Being pregnant, Attending antenatal appointment 02/05/2018 and/or For making a flexible



					working request and/or S27(2)(d) Asking for Bonus and/or Meeting with Richard Heighway and Jo Jaffa 02/05/2018 and/or Challenging fairness of 1 hour detention policy
11(b)	Flexible working request refused by Kevin Sadler with unsatisfactory reasons as new members of staff were employed within the Science Department while Claimant was still on maternity leave	Kevin Sadler, Grainne McLaughlin, Gateway Learning Community (A company limited by guarantee)	July 2019	S13 (sex) S27 (victimisation)	Comparator: S13: Sex: Hypothetical Male NQT and/or James Emblem  Protected act: S27(2)(c) Being pregnant, Attending

					antenatal appointment 02/05/2018 and/or For making a flexible working request and/or S27(2)(d) Asking for Bonus and/or Meeting with Richard Heighway and Jo Jaffa 02/05/2018 and/or Challenging fairness of 1 hour detention policy
11(c)	Claimant asked to appeal decision but received no response from Kevin Sadler	Grainne McLaughlin, Gateway Learning Community (A company limited by guarantee)	26 <sup>th</sup> July 2019	S13 (sex) S27 (victimisation)	Comparator: S13: Sex: Hypothetical Male NQT and/or James

					Emblem  Protected act: S27(2)(a) ACAS Early Conciliation Application and/or S27(2)(b) ACAS Early Conciliation Application and/or S27(2)(c) Being pregnant, Attending antenatal appointment 02/05/2018 and/or For making a flexible working request and/or S27(2)(d) Asking for Bonus and/or
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					Meeting with Richard Heighway and Jo Jaffa 02/05/2018 and/or Challenging fairness of 1 hour detention policy
12(a)	Claimant returned to work on INSET day but was told by Cormac Fanning that she had no classes to teach as he was unaware that she was returning to work even though Kevin Sadler, Grainne McLaughlin and Jo Jones were aware since the 18 <sup>th</sup> of June 2019 which satisfies the requirements set out in the Burgundy Book .The Claimant also did not make any resignation from her role.	Cormac Fanning, Kevin Sadler, Grainne McLaughlin, Jo Jones, Gateway Learning Community (A company limited by guarantee)	Around 10:40am onwards on the 2 <sup>nd</sup> September 2019	Unofficial dismissal S13 (race and sex) S18 (pregnancy/maternity) S27 (victimisation)	Comparator: S13: Race: Ellie Huxtable, Melissa Day, Jess Croton, James Emblem Aoife NQT  Sex: Hypothetical Male NQT and/or James Emblem  Race and Sex: Hypothetical White Male NQT Science

					<p>Teacher and/or James Emblem Science Teacher</p> <p>Protected Act:  S27(2)(a)  ACAS Early Conciliation Application and/or  S27(2)(b)  ACAS Early Conciliation Application and/or  S27(2)(c)  Being pregnant, Attending antenatal appointment 02/05/2018 and/or  For making a flexible working request and/or  S27(2)(d)  Asking for</p>
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					Bonus and/or Meeting with Richard Heighway and Jo Jaffa 02/05/2018 and/or Challenging fairness of 1 hour detention policy
12(b)	After Claimant requested to make arrangements to privately speak to Kevin Sadler later on in the day regarding her appeal for flexible working, Kevin Sadler became incensed and shouted at the Claimant for not wanting to attend an unscheduled meeting at that exact moment which would mean denying her of taking part in the INSET Day training.	Kevin Sadler, Gateway Learning Community (A company limited by guarantee)	Around 10:15am on the 2 <sup>nd</sup> September 2019	S13 (race and sex) S18 (pregnancy/maternity) S27 (victimisation) Possibly S26 (race and sex)	Comparator: S13: Race: Ellie Huxtable, Melissa Day, Jess Croton, James Emblem Aoife NQT  Sex: Hypothetical Male NQT and/or James Emblem  Race and Sex: Hypothetical

					<p>White Male NQT Science Teacher and/or James Emblem Science Teacher</p> <p>Protected act: S27(2)(a) ACAS Early Conciliation Application and/or S27(2)(b) ACAS Early Conciliation Application and/or S27(2)(c) Being pregnant, Attending antenatal appointment 02/05/2018 and/or For making a flexible working request and/or</p>
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					S27(2)(d) Asking for Bonus and/or Meeting with Richard Heighway and Jo Jaffa 02/05/2018 and/or Challenging fairness of 1 hour detention policy
12(c)	Kevin Sadler continued shouting for a lengthy period in front of colleagues who were then on a tea break. Claimant had to walk away to end this embarrassing treatment.	Kevin Sadler, Gateway Learning Community (A company limited by guarantee)	Around 10:30am on the 2 <sup>nd</sup> September 2019	S13 (race and sex) S18 (pregnancy/maternity) S27 (victimisation) S26 (race and sex)	Comparator: S13: Race: Ellie Huxtable, Melissa Day, Jess Croton, James Emblem Aoife NQT  Sex: Hypothetical Male NQT and/or James Emblem



					<p>Race and Sex: Hypothetical White Male NQT Science Teacher and/or James Emblem Science Teacher</p> <p>Protected act: S27(2)(a) ACAS Early Conciliation Application and/or S27(2)(b) ACAS Early Conciliation Application and/or S27(2)(c) Being pregnant, Attending antenatal appointment 02/05/2018 and/or For making a flexible working</p>
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					request and/or S27(2)(d) Asking for Bonus and/or Meeting with Richard Heighway and Jo Jaffa 02/05/2018 and/or Challenging fairness of 1 hour detention policy
12(d)	After arriving at the Science Department, Cormac Fanning and Grainne Mclaughlin marched Claimant early into the main hall while colleagues were on a tea break and Cormac rearranged his belongings in order to sit right next to Claimant for the duration of the training. The table was situated in the middle and at the front of the hall.	Cormac Fanning, Grainne McLaughlin, Gateway Learning Community (A company limited by guarantee)	Around 10:50am on the 2 <sup>nd</sup> September 2019	S13 (race and sex) S18 (pregnancy/maternity) S27 (victimisation) Possibly S26 (race and sex)	Comparator: S13: Race: Ellie Huxtable, Melissa Day, Jess Croton, James Emblem Aoife NQT  Sex: Hypothetical Male NQT and/or James

					<p>Emblem</p> <p>Race and Sex: Hypothetical White Male NQT Science Teacher and/or James Emblem Science Teacher</p> <p>Protected act: S27(2)(a) ACAS Early Conciliation Application and/or S27(2)(b) ACAS Early Conciliation Application and/or S27(2)(c) Being pregnant, Attending antenatal appointment 02/05/2018 and/or For making a</p>
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					flexible working request and/or S27(2)(d) Asking for Bonus and/or Meeting with Richard Heighway and Jo Jaffa 02/05/2018 and/or Challenging fairness of 1 hour detention policy
12(e)	Grainne McLaughlin told Cormac Fanning in the presence of the Claimant 'stay with her' and Cormac followed Claimant around the School for the rest of the day with the exception of the Claimant visiting the toilets.	Grainne McLaughlin, Cormac Fanning, Gateway Learning Community (A company limited by guarantee)	Around 10:40am onwards on the 2 <sup>nd</sup> September 2019	S13 (race and sex) S18 (pregnancy/maternity) S27 (victimisation) Possibly S26 (race and sex)	Comparator: S13: Race: Ellie Huxtable, Melissa Day, Jess Croton, James Emblem Aoife NQT  Sex: Hypothetical

					<p>Male NQT and/or James Emblem</p> <p>Race and Sex: Hypothetical White Male NQT Science Teacher and/or James Emblem Science Teacher</p> <p>Protected act: S27(2)(a) ACAS Early Conciliation Application and/or S27(2)(b) ACAS Early Conciliation Application and/or S27(2)(c) Being pregnant, Attending antenatal appointment 02/05/2018</p>
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					and/or For making a flexible working request and/or S27(2)(d) Asking for Bonus and/or Meeting with Richard Heighway and Jo Jaffa 02/05/2018 and/or Challenging fairness of 1 hour detention policy
12(f)	During the training and in front of whole school staff, Jo Jaffa unnecessarily forced an enveloped letter on the Claimant. The Claimant refused this letter as it had her incorrect name on it. Cormac Fanning took this letter in behalf of the Claimant and further tried to	Jo Jaffa, Cormac Fanning, Gateway Learning Community (A company limited by guarantee)	Around 11:30am on the 2 <sup>nd</sup> September 2019	S13 (race and sex) S18 (pregnancy/maternity) S27 (victimisation) Possibly S26 (race and sex)	Comparator: S13: Race: Ellie Huxtable, Melissa Day, Jess Croton, James Emblem Aoife NQT

	force her to take it.				<p>Sex: Hypothetical Male NQT and/or James Emblem</p> <p>Race and Sex: Hypothetical White Male NQT Science Teacher and/or James Emblem Science Teacher</p> <p>Protected act: S27(2)(a) ACAS Early Conciliation Application and/or S27(2)(b) ACAS Early Conciliation Application and/or S27(2)(c) Being pregnant, Attending antenatal</p>
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					<p>appointment 02/05/2018 and/or For making a flexible working request and/or S27(2)(d) Asking for Bonus and/or Meeting with Richard Heighway and Jo Jaffa 02/05/2018 and/or Challenging fairness of 1 hour detention policy</p>
12(g)	Cormac Fanning poked fun at the Claimant's reason for being on sick leave during her pregnancy by saying 'I know, you must be suffering with soo much stress' and then laughing in a patronising way	Cormac Fanning, Gateway Learning Community (A company limited by guarantee)	Around 11am on the 2 <sup>nd</sup> September 2019	S13 (race and sex) S18 (pregnancy/maternity) S27 (victimisation) Possibly S26 (race and sex)	Comparator: S13: Race: Ellie Huxtable, Melissa Day, Jess Croton, James Emblem



					<p>Aoife NQT</p> <p>Sex: Hypothetical Male NQT and/or James Emblem</p> <p>Race and Sex: Hypothetical White Male NQT Science Teacher and/or James Emblem Science Teacher</p> <p>Protected act: S27(2)(a) ACAS Early Conciliation Application and/or S27(2)(b) ACAS Early Conciliation Application and/or S27(2)(c) Being pregnant,</p>
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					<p>Attending antenatal appointment 02/05/2018 and/or For making a flexible working request and/or S27(2)(d) Asking for Bonus and/or Meeting with Richard Heighway and Jo Jaffa 02/05/2018 and/or Challenging fairness of 1 hour detention policy</p>
12(h)	Grainne McLaughlin and Kevin Sadler turned up unannounced at Claimant's departmental meeting, terrorising and threatening that she 'had to	Grainne McLaughlin, Kevin Sadler, Gateway Learning Community (A company limited by guarantee)	Around 1pm on the 2 <sup>nd</sup> September 2019	S13 (race and sex) S18 (pregnancy/maternity) S27 (victimisation) Possibly S26 (race and sex)	Comparator: S13: Race: Ellie Huxtable, Melissa Day,

	<p>leave now' and she would be 'escorted off the premises' which would actually be putting the Claimant in a Catch-22 situation if she complied. Claimant had no choice but to leave the departmental meeting.</p>				<p>Jess Croton, James Emblem Aoife NQT</p> <p>Sex: Hypothetical Male NQT and/or James Emblem</p> <p>Race and Sex: Hypothetical White Male NQT Science Teacher and/or James Emblem Science Teacher</p> <p>Protected act: S27(2)(a) ACAS Early Conciliation Application and/or S27(2)(b) ACAS Early Conciliation Application and/or</p>
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					<p>S27(2)(c)  Being pregnant,  Attending  antenatal  appointment  02/05/2018  and/or  For making a  flexible  working  request  and/or  S27(2)(d)  Asking for  Bonus  and/or  Meeting with  Richard  Heighway and  Jo Jaffa  02/05/2018  and/or  Challenging  fairness of 1  hour detention  policy</p>
12(i)	In the corridor and in front of other staff, Grainne McLaughlin shouted out to the Claimant	Grainne McLaughlin, Gateway Learning Community (A	Around 1pm on the 2 <sup>nd</sup> September 2019	S13 (race and sex) S18 (pregnancy/maternity) S27 (victimisation)	Comparator: S13: Race:

	'you are breaching your contract'	company limited by guarantee)		Possibly S26 (race and sex)	<p>Ellie Huxtable, Melissa Day, Jess Croton, James Emblem Aoife NQT</p> <p>Sex: Hypothetical Male NQT and/or James Emblem</p> <p>Race and Sex: Hypothetical White Male NQT Science Teacher and/or James Emblem Science Teacher</p> <p>Protected act: S27(2)(a) ACAS Early Conciliation Application and/or S27(2)(b) ACAS Early Conciliation</p>
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					Application and/or S27(2)(c) Being pregnant, Attending antenatal appointment 02/05/2018 and/or For making a flexible working request and/or S27(2)(d) Asking for Bonus and/or Meeting with Richard Heighway and Jo Jaffa 02/05/2018 and/or Challenging fairness of 1 hour detention policy
12(j)	Grainne McLaughlin and Kevin	Grainne McLaughlin,	Around 1pm on the	S13 (race and sex)	Comparator:

	<p>Sadler harassed and chased Claimant down the school corridor in an attempt to escort her off the premises. Claimant had to retreat to the toilets in order to be left alone.</p>	<p>Kevin Sadler, Gateway Learning Community (A company limited by guarantee)</p>	<p>2<sup>nd</sup> September 2019</p>	<p>S18 (pregnancy/maternity) S27 (victimisation) Possibly S26 (race and sex)</p>	<p>S13: Race: Ellie Huxtable, Melissa Day, Jess Croton, James Emblem Aoife NQT</p> <p>Sex: Hypothetical Male NQT and/or James Emblem</p> <p>Race and Sex: Hypothetical White Male NQT Science Teacher and/or James Emblem Science Teacher</p> <p>Protected act: S27(2)(a) ACAS Early Conciliation Application and/or S27(2)(b)</p>
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					ACAS Early Conciliation Application and/or S27(2)(c) Being pregnant, Attending antenatal appointment 02/05/2018 and/or For making a flexible working request and/or S27(2)(d) Asking for Bonus and/or Meeting with Richard Highway and Jo Jaffa 02/05/2018 and/or Challenging fairness of 1 hour detention
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					policy
12(k)	Because of discriminatory harassment, Claimant missed out on another break time with colleagues, meaning missing out on association and sustenance.	Grainne McLaughlin, Kevin Sadler, Gateway Learning Community (A company limited by guarantee)	Around 2pm on the 2 <sup>nd</sup> September 2019	S13 (race and sex) S18 (pregnancy/maternity) S27 (victimisation) Possibly S26 (race and sex)	<p>Comparator: S13: Race: Ellie Huxtable, Melissa Day, Jess Croton, James Emblem Aoife NQT</p> <p>Sex: Hypothetical Male NQT and/or James Emblem</p> <p>Race and Sex: Hypothetical White Male NQT Science Teacher and/or James Emblem Science Teacher</p> <p>Protected act: S27(2)(a) ACAS Early Conciliation Application</p>

					and/or S27(2)(b) ACAS Early Conciliation Application and/or S27(2)(c) Being pregnant, Attending antenatal appointment 02/05/2018 and/or For making a flexible working request and/or S27(2)(d) Asking for Bonus and/or Meeting with Richard Heighway and Jo Jaffa 02/05/2018 and/or Challenging
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					fairness of 1 hour detention policy
12(l)	Cormac Fanning demoted the Claimant's job role by asking her to make worksheets for students that have been sent out of other Teachers classes while the rest of the department were given their class timetable and allowed time for classroom prep and planning. The Claimant did not receive a timetable.	Cormac Fanning, Gateway Learning Community (A company limited by guarantee)	Around 3pm on the 2 <sup>nd</sup> September 2019	S13 (race and sex) S18 (pregnancy/maternity) S27 (victimisation)	Comparator: S13: Race: Ellie Huxtable, Melissa Day, Jess Croton, James Emblem Aoife NQT  Sex: Hypothetical Male NQT and/or James Emblem  Race and Sex: Hypothetical White Male NQT Science Teacher and/or James Emblem Science Teacher  Protected act: S27(2)(a) ACAS Early

					Conciliation Application and/or S27(2)(b) ACAS Early Conciliation Application and/or S27(2)(c) Being pregnant, Attending antenatal appointment 02/05/2018 and/or For making a flexible working request and/or S27(2)(d) Asking for Bonus and/or Meeting with Richard Heighway and Jo Jaffa 02/05/2018
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					and/or Challenging fairness of 1 hour detention policy
12(m)	Claimant no longer had her own classroom and Cormac Fanning insisted that the Claimant carries out her worksheet task in his newly acquired office but Claimant decided to complete this task in the corridor	Cormac Fanning, Gateway Learning Community (A company limited by guarantee)	Around 3pm on the 2 <sup>nd</sup> September 2019	S13 (race and sex) S18 (pregnancy/maternity) S27 (victimisation)	Comparator: S13: Race: Ellie Huxtable, Melissa Day, Jess Croton, James Emblem Aoife NQT  Sex: Hypothetical Male NQT and/or James Emblem  Race and Sex: Hypothetical White Male NQT Science Teacher and/or James Emblem Science Teacher  Protected act:

					S27(2)(a) ACAS Early Conciliation Application and/or S27(2)(b) ACAS Early Conciliation Application and/or S27(2)(c) Being pregnant, Attending antenatal appointment 02/05/2018 and/or For making a flexible working request and/or S27(2)(d) Asking for Bonus and/or Meeting with Richard Heighway and
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					Jo Jaffa 02/05/2018 and/or Challenging fairness of 1 hour detention policy
12(n)	Grainne McLaughlin also demoted the Claimant's job role by sending an email explaining that because the Claimant turned up to work late then as a consequence the Claimant should no longer teach but should shadow Cormac Fanning's lessons more or less as a Teaching Assistant to which the Claimant refused.	Grainne McLaughlin, Gateway Learning Community (A company limited by guarantee)	17:37pm on the 2 <sup>nd</sup> September 2019	S13 (race and sex) S18 (pregnancy/maternity) S27 (victimisation)	Comparator: S13: Race: Ellie Huxtable, Melissa Day, Jess Croton, James Emblem Aoife NQT  Sex: Hypothetical Male NQT and/or James Emblem  Race and Sex: Hypothetical White Male NQT Science Teacher and/or James Emblem Science Teacher

					Protected act: S27(2)(a) ACAS Early Conciliation Application and/or S27(2)(b) ACAS Early Conciliation Application and/or S27(2)(c) Being pregnant, Attending antenatal appointment 02/05/2018 and/or For making a flexible working request and/or S27(2)(d) Asking for Bonus and/or Meeting with
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					Richard Highway and Jo Jaffa 02/05/2018 and/or Challenging fairness of 1 hour detention policy
12(o)	Kevin Sadler sent an email detailing that the Claimant refused to meet with himself and Grainne McLaughlin without giving her to opportunity to have a Union member present	Kevin Sadler, Gateway Learning Community (A company limited by guarantee)	6:30am on the 3 <sup>rd</sup> September 2019	S13 (race and sex) S18 (pregnancy/maternity) S27 (victimisation)	Comparator: S13: Race: Ellie Huxtable, Melissa Day, Jess Croton, James Emblem Aoife NQT  Sex: Hypothetical Male NQT and/or James Emblem  Race and Sex: Hypothetical White Male NQT Science Teacher and/or

					<p>James Emblem Science Teacher</p> <p>Protected act: S27(2)(a) ACAS Early Conciliation Application and/or S27(2)(b) ACAS Early Conciliation Application and/or S27(2)(c) Being pregnant, Attending antenatal appointment 02/05/2018 and/or For making a flexible working request and/or S27(2)(d) Asking for Bonus</p>
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