

Caroline Karason

CASES 2023

Part 4/4

1. Cover Page (1 page)
2. Pages 64-108 of Claims (Employment Tribunal Case) starting from page 64/70 - 70/70 and ending at second document 1/39 - 39/39 (46 pages)
3. End Page (1 page)

					and/or Meeting with Richard Heighway and Jo Jaffa 02/05/2018 and/or Challenging fairness of 1 hour detention policy
12(p)	Kevin Sadler sent an email detailing that the Claimant should remain at home and 'this will not affect (the Claimant's) pay' and then detailed that the Claimant should remain at home on 'full pay'	Kevin Sadler, Gateway Learning Community (A company limited by guarantee)	6:30am and 13:50pm on the 3 rd September 2019	Salary Related 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

					<p>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 S27(2)(d)</p>
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					Asking for Bonus and/or Meeting with Richard Heighway and Jo Jaffa 02/05/2018 and/or Challenging fairness of 1 hour detention policy
13	After submitting a claim to the Employment Tribunal, the Claimant was faced with victimisation from staff and received numerous unfair emails and letters	Kevin Sadler, Jo Jones, Jo Jaffa, Gateway Learning Community (A company limited by guarantee)	From September 2019	Salary Related 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:

					<p>Hypothetical White Male NQT Science Teacher and/or James Emblem Science Teacher</p> <p>Protected act: S27(2)(a) ACAS Early Conciliation and Tribunal Application and/or S27(2)(b) ACAS Early Conciliation and Tribunal Application and/or S27(2)(c) Being pregnant, Attending antenatal appointment 02/05/2018 and/or For making a flexible</p>
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					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
14	Claimant was paid Occupational Maternity Pay late which lead to discrimination	Grainne McLaughlin, Kevin Sadler, Jo Jones, Gateway Learning Community (A company limited by guarantee)	July 2019	Salary related 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

					<p>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 and/or</p>
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					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
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Correspondence Letters and Emails Timeline

1a) Email from Kevin via Jo Jaffa 18th October 2019 @ 10:48 attached with a letter apparently posted to my old address on the 15th May 2019

- Intentionally addressed and apparently posted to my wrong address
- 'unexpected' return on 2nd September 2019 (How did they know this in May?)(And it wasn't unexpected they all knew)
- Apparently Kevin 'subsequently' met with me to plan my return. Really?
- References to ACAS (How did they know about future events?)
- I 'clearly did not want to take part in discussions'? I actually initiated the meeting and it was actually regarding how to appeal to work part time
- Instructed to attend an informal meeting with Kevin and Edwin Parsons on the 6th of November 2019, 9am, Pioneer Academy to discuss my 'ongoing full-time employment' and 'attendance patterns'
- Confirmation should be by 9am Friday 18th October 2019 with rep details (but this letter was sent by email to me a 10:48, after the deadline)(and dated 15 May 2019)

1b1) Email from Kevin via Jo Jaffa 18th October 2019 @ 14:05 attached with a letter apparently posted to my old address on the 18th October 2019

- Drawing attention to apparent imaginary letter sent on the 9th of October 2019 to attend a meeting 6th of November 2019, 9am, Pioneer Academy (How come the email at 10:48 didn't mention this imaginary letter of the 9th October 2019?)

- (Unreasonable demand and how to arrange meeting short notice over half term and school was aware that I had problems with getting the Union to attend a meeting) (they working together? Senior Officer – NEU told me he is good friends with Edwin Parsons = Conflict of Interest, requested another Union member preferably a lady from originally assigned Senior Officer NEU but no reply to date)(Des Senior Officer trying to make me sign form to settle and leave school when that was not my intention, he wasting time, School put me in poverty = Union membership lapse)

1b2) Email from Kevin via Jo Jaffa 18th October 2019 @ 14:05 attached with a letter apparently posted to my old address on the 9th October 2019

- Completely identical letter? To the one dated 15th May 2019 but this one is now dated 9th October 2019

2) Email from Kevin via Katie Creighton addressed to 'Carolie' 7th November 2019 @ 15:03 attached with a letter apparently posted to my old address on 7th November 2019

- Referenced letter of the 10th and 18th of October regarding attending a meeting (was there a email or letter on the 10th of October? Imaginary? again an unreasonable demand)
- Apparently this meeting went ahead in my absence anyway and the conclusion they made was that I can return to work so it was an unnecessary exercise and unreasonable demand and wasted 3 months I could have worked and completed my NQT year in that time with childcare (and best start date September not during the middle of the term, I returned to work early from maternity just for this reason) and I also could not appeal my flexible working request in this time because of all these distractions. A common tactic the School uses
- Disciplinary warning if I fail to abide by engaging in attempts to discuss my employment
- Apparently I had concerns regarding my performance before I went on maternity leave and all of a sudden I now needed a support plan (reinforcing threats again so that I can fail my NQT)
- Scheduled another meeting with Kevin alone no rep @ 8.14, 1 hour, 13th November 2019 (at least this one had a time limit all others were apparently never ending)

3) Email from Kevin via Katie Creighton 2nd of December 2019 @ 13:21 attached with a letter addressed to my current address on 2nd December 2019 (I never told them to change my address they all of a sudden changed without any input from me, this was intentional)

- Scheduled a meeting with Kevin 9am 9th December (the School term was nearly over, too short to complete NQT and impossible to get a childcare place for baby)

- I should confirm by 5th December 9am (short time scale for union rep attendance)

4) Ordinary Posted Letter? to Karason from Kevin via Katie Creighton - 2nd December 2019. Postage Date Unknown

- Request to attend meeting on 9th of December and confirm by 5th December

5) Email from Kevin via Jo Jaffa 13th December 2019 @ 10:37 attached with a letter addressed to my current address on 13th December 2019

Referring to correspondence:

- 24th July 2019 Flexible Working Request denied by Kevin and reasons why, informed of my right to appeal (Grainne never responded with a decision to date (burgundy))
- 12th August 2019 Again informed of my right to appeal
- 2nd September 2019 Apparently I refused to follow 'a verbal management instruction' to discuss 'the situation' (I initiated contact to arrange meeting regarding appealing flexible working request)(also apparently 'we were jointly engaged in the ACAS conciliation process' but I was the one that initiated Tribunal proceedings and in the email it reads differently: 'you have asked ACAS to conciliate to agree a COT 3 settlement agreement' (did I or did agree to exploring it?))
- 2nd September 2019 Grainne emailed me to remind me of absence procedure (she actually was trying to downgrade my job to being a Teaching assistant and if it was for discrimination and pay issues e.g. amount and timing I would have been in to school on time that day, but then again isn't that a 'lateness' issue and not an 'absence issue'. Up until that time I didn't have unauthorised absence so technically 'absence' should not have been an issue)(Also no arrangement for a 'return to work' meeting was ever made/scheduled and they knew that I would be coming back to work when I made the flexible working request and asked for OMP, the heading of that email was even called 'Returning to work', I had to come into work to pay it back anyway)
- 3rd September 2019 Kevin emailed me to stay at home 'on full pay' to arrange a time when we could meet with my union and Edwin Parsons (but I was paid almost the same as when I started in 2017 even though 2 National Teachers pay rises had occurred in that time)
- 10th October 2019 (was there a email or letter on the 10th of October? Imaginary? again an unreasonable demand)
- 18th October 2019 And apparently because I didn't respond to this imaginary letter on the 10th of October an email was sent today to attend a meeting (details of the contents are above)(interesting enough this entry is included even though they apparently now have my current address, so their intent was clearly trying to confuse me and cover up 15th of May fake correspondence)

- 7th November 2019 (details of the contents are listed above)
- 2nd December 2019 (details of the contents are listed above)
- Concerned that I am not communicating with GLC or attending meetings
- Performance threats/Failing NQT threats again
- Scheduled one hour meeting Gateway Academy 6th January 2020 8:15am
- Email attendance confirmation by 9.00am 19th December 2019
- The meeting was with Kevin alone no rep allowed and even if allowed between the 19th of December 2019 and the 6th of January 2020 is an unreasonable and unfair period to be able to get a rep to accompany me. The same can also be said about childcare.
- Purposely designed so that I could not attend

6) Signed for Letter to 'Karson' from Kevin via Katie Creighton – 13th December 2019. Postage Date OK

- Copy of email on 13th December 2019?

7) Signed for Letter to 'Karson' from Kevin via Katie Creighton – 10th January 2020. Postage Date OK

Referring back to their letters/emails:

- 10th October 2019 (Was there a letter/email on this date? Imaginary?)
- 18th October 2019 (details of the contents are listed above)
- 7th November 2019 (details of the contents are listed above)
- 13th December 2019 (details of the contents are listed above)
- Disappointed for no contact, so classed as 'unauthorised absence'
- Pay withheld with effect from 6th January 2020
- Intention to start disciplinary process

8) Signed for Letter to 'Karson' from Kevin via Katie Creighton– 20th January 2020. Postage Date 21st January 2020

Reference to letters:

- 13th December 2020 (details of the contents are listed above)
- 10th January 2020 (details of the contents are listed above)

- Confirmation that my pay has been stopped from 6th January 2020 – the first day of unauthorised absence and that I'm now in breach of GLC's disciplinary procedure
- Warning of dismissal if I did not contact Kevin by 9:00am 24th January 2020 to arrange a meeting to discuss absence

9) Email from Kevin via Jo Jaffa 29th January 2020 @ 7:03 attached with a letter addressed to my current address on 29th January 2020

Reference to their correspondence:

- 3rd September 2019 Kevin emailed me to stay at home 'on full pay' to arrange a time when we could meet with my Union and Edwin Parsons (but I was paid almost the same as when I started in 2017 even though 2 National Teachers pay rises had occurred in that time)
- 10th October 2019 (Was there a letter/email on this date? Imaginary?)
- 7th November 2019 (details of the contents are listed above)
- 13th December 2019 (details of the contents are listed above)
- 10th January 2020 (details of the contents are listed above)
- 20th January 2020 (details of the contents are listed above)
- Because of my unauthorised absence, lack of contact or explanation of absence now considered to be a breach of GLC's disciplinary procedure, gross misconduct and now I am 'summarily' dismissed with effect from 29 January 2020 (Never had a disciplinary or dismissal in my life* Iceland and these ones were unfair) (Kevin dismissed me personally by himself and not on the advice of HR and I was not encouraged to leave any feedback)
- (Its interesting that they did not email me any policies like they used to after the illegal custom made flexible working request) (what if something had happened to me does absence and lack of contact automatically mean breach of disciplinary, gross misconduct and dismissal?)
- Reference that he expects me to have 'received this letter via email, a copy of which has also been sent by Royal Mail, and Recorded Delivery' (same?)
- Make arrangements to return any equipment and materials that belong to the School (In hindsight I believe this was to make it difficult to access resources etc. which I could use at Tribunal as Tribunal first hearing date was already set at this point. I also couldn't afford to post or return any equipment in person anyway)
- 'A soon as we receive your P45 from Dataplan we will forward it to you' (I received after the first Tribunal Hearing)

- 'You have the right to appeal this decision. Should you wish to exercise this right you should notify me in writing by 5 February 2020'

10) Ordinary Letter to 'Karson' - 29th January 2020. Postage Date OK

- Completely identical letter? To the email dated 29th January 2020

11) Signed for Letter to 'Karson' - 29th January 2020. Postage Date OK

- Completely identical letter? To the email dated 29th January 2020 and Ordinary Letter dated 29th January 2020

12) Ordinary Letter to Karason - 5th March 2020 - P45. Postage Date OK

Contents: P45

Issue No:	What was said or done or not done? (What treatment is complained of) ¹	Who inflicted any treatment? ²	When did the treatment occur? ³	What type of claim is this? ⁴	If S13 is there an actual comparator? ⁵ Who? If S27 what is the protected act? ⁶
1	Pay issues (including incorrect pay and incorrect deductions) influencing Claimants membership with Union and resulting in other negative consequences	Jo Jones, Kevin Sadler, Gateway Learning Community (A company limited by guarantee)	September 2019 - March 2020	S13 (race and sex) S18 (pregnancy/maternity) S27 (victimisation) Pay Related Unfair Dismissal	Comparator: S13: Race: Ellie Huxtable, Melissa Day, Jess Croton (NQT at the time), 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 and/or S27(2)(b) Tribunal Application and/or S27(2)(c) Being Pregnant, Attending antenatal appointment 02/05/2018 and/or S27(2)(d) Meeting with Richard Heighway and Jo Jaffa 02/05/2018 and/or</p>
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					<p>S27(2)(e) Emailed Spyros about feeling discriminated against 14/06/2018 and/or S27(2)(f) Emailed about unfair flexible working policy 26/07/2019 and/or S27(2)(g) Challenging fairness of 1 hour detention policy Cormac 4/10/2017</p>
2	Series of unreasonable, unfair, unnecessary meeting dates and unreasonable, unfair, unnecessary demands regarding attending meetings	Jo Jaffa, Kevin Sadler, Gateway Learning Community (A company limited by guarantee)	September 2019 – January 2020	<p>S13 (race and sex) S18 (pregnancy/maternity) S27 (victimisation) Unfair Dismissal S26 (harassment (race and sex))</p>	<p>Comparator: S13: Race: Ellie Huxtable, Melissa Day, Jess Croton (NQT at the time), 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 and/or S27(2)(b) Tribunal Application and/or S27(2)(c) Being Pregnant, Attending antenatal appointment</p>
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					02/05/2018 and/or S27(2)(d) Meeting with Richard Heighway and Jo Jaffa 02/05/2018 and/or S27(2)(e) Emailed Spyros about feeling discriminated against 14/06/2018 and/or S27(2)(f) Emailed about unfair flexible working policy 26/07/2019 and/or S27(2)(g) Challenging fairness of 1 hour detention policy Cormac 4/10/2017
3	Producing a false document and	Jo Jaffa, Kevin Sadler,	18 th October 2019,	S13 (race and sex)	Comparator:

	making references to imaginary correspondence designed to exaggerate and possibly ignite and enable reasons for disciplinary and dismissal	Gateway Learning Community (A company limited by guarantee)	7 th November 2019, 13 th December 2019, 10 th January 2020, 20 th January 2020, 29 th January 2020	S27 (victimisation) Unfair Dismissal	<p>S13: Race: Ellie Huxtable, Melissa Day, Jess Croton (NQT at the time), 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 and/or</p>
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					<p>S27(2)(b) Tribunal Application and/or S27(2)(c) Being Pregnant, Attending antenatal appointment 02/05/2018 and/or S27(2)(d) Meeting with Richard Heighway and Jo Jaffa 02/05/2018 and/or S27(2)(e) Emailed Spyros about feeling discriminated against 14/06/2018 and/or S27(2)(f) Emailed about unfair flexible working policy</p>
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					26/07/2019 and/or S27(2)(g) Challenging fairness of 1 hour detention policy Cormac 4/10/2017
4	Correspondence intentionally sent to old address to create confusion and to prevent Claimant from attending a meeting therefore negatively creating/influencing reasons for dismissal	Jo Jaffa, Kevin Sadler, Jo Jones, Gateway Learning Community (A company limited by guarantee)	18 th October 2019, 7 th November 2019	S13 (race and sex) S27 (victimisation) Unfair Dismissal	Comparator: S13: Race: Ellie Huxtable, Melissa Day, Jess Croton (NQT at the time), 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 and/or S27(2)(b) Tribunal Application and/or S27(2)(c) Being Pregnant, Attending antenatal appointment 02/05/2018 and/or S27(2)(d) Meeting with Richard Heighway and Jo Jaffa 02/05/2018 and/or S27(2)(e) Emailed Spyros</p>
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					about feeling discriminated against 14/06/2018 and/or S27(2)(f) Emailed about unfair flexible working policy 26/07/2019 and/or S27(2)(g) Challenging fairness of 1 hour detention policy Cormac 4/10/2017
5	Reinforcing threats of failing NQT	Jo Jaffa, Kevin Sadler, Gateway Learning Community (A company limited by guarantee)	Throughout	S13 (race and sex) S27 (victimisation) Unfair Dismissal	Comparator: S13: Race: Ellie Huxtable, Melissa Day, Jess Croton (NQT at the time), James Emblem Aoife NQT Sex:

					<p>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 and/or S27(2)(b) Tribunal Application and/or S27(2)(c) Being Pregnant, Attending antenatal appointment 02/05/2018 and/or</p>
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					<p>S27(2)(d) Meeting with Richard Heighway and Jo Jaffa 02/05/2018 and/or S27(2)(e) Emailed Spyros about feeling discriminated against 14/06/2018 and/or S27(2)(f) Emailed about unfair flexible working policy 26/07/2019 and/or S27(2)(g) Challenging fairness of 1 hour detention policy Cormac 4/10/2017</p>
6	GLC disciplinary procedure/policy was not given/mailed to the Claimant	Jo Jaffa, Kevin Sadler, Gateway Learning Community (A	Throughout	S13 (race and sex) S27 (victimisation) Unfair Dismissal	Comparator: S13: Race:

	<p>in the same fashion Jo Jaffa did with the Flexible Working Policy yet the Claimant was in breach of it. Not fair or consistent</p>	<p>company limited by guarantee)</p>			<p>Ellie Huxtable, Melissa Day, Jess Croton (NQT at the time), 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 and/or S27(2)(b) Tribunal</p>
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					Application and/or S27(2)(c) Being Pregnant, Attending antenatal appointment 02/05/2018 and/or S27(2)(d) Meeting with Richard Heighway and Jo Jaffa 02/05/2018 and/or S27(2)(e) Emailed Spyros about feeling discriminated against 14/06/2018 and/or S27(2)(f) Emailed about unfair flexible working policy 26/07/2019 and/or
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					S27(2)(g) Challenging fairness of 1 hour detention policy Cormac 4/10/2017
7	No opportunity to appeal Disciplinary, so their intention was for Dismissal. Not fair and not consistent	Jo Jaffa, Kevin Sadler, Gateway Learning Community (A company limited by guarantee)	20 th January 2020 onwards	S13 (race and sex) S27 (victimisation) Unfair Dismissal	Comparator: S13: Race: Ellie Huxtable, Melissa Day, Jess Croton (NQT at the time), 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

					<p>Science Teacher</p> <p>Protected act: S27(2)(a) ACAS Early Conciliation and/or S27(2)(b) Tribunal Application and/or S27(2)(c) Being Pregnant, Attending antenatal appointment 02/05/2018 and/or S27(2)(d) Meeting with Richard Heighway and Jo Jaffa 02/05/2018 and/or S27(2)(e) Emailed Spyros about feeling discriminated</p>
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					<p>against 14/06/2018 and/or S27(2)(f) Emailed about unfair flexible working policy 26/07/2019 and/or S27(2)(g) Challenging fairness of 1 hour detention policy Cormac 4/10/2017</p>
8	No formal meetings were requested or arranged before giving a Disciplinary and/or Dismissal.	Jo Jaffa, Kevin Sadler, Gateway Learning Community (A company limited by guarantee)	Throughout	S13 (race and sex) S27 (victimisation) Unfair Dismissal	<p>Comparator: S13: Race: Ellie Huxtable, Melissa Day, Jess Croton (NQT at the time), James Emblem Aoife NQT</p> <p>Sex: Hypothetical Male NQT</p>

					<p>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 and/or S27(2)(b) Tribunal Application and/or S27(2)(c) Being Pregnant, Attending antenatal appointment 02/05/2018 and/or S27(2)(d) Meeting with</p>
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					Richard Heighway and Jo Jaffa 02/05/2018 and/or S27(2)(e) Emailed Spyros about feeling discriminated against 14/06/2018 and/or S27(2)(f) Emailed about unfair flexible working policy 26/07/2019 and/or S27(2)(g) Challenging fairness of 1 hour detention policy Cormac 4/10/2017
9	No evidence of attempting to use Claimants emergency contacts to check whereabouts/safety but within days of a previous absence	Jo Jaffa, Kevin Sadler, Jo Jones Gateway Learning Community (A company limited by	September 2019 – February 2020	S13 (race and sex) S27 (victimisation) Unfair Dismissal	Comparator: S13: Race: Ellie Huxtable, Melissa Day,

	<p>related to Domestic abuse and staying in a Women’s Refuge and while the Claimant was pregnant HR shockingly and voluntarily contacted Claimants husband</p>	<p>guarantee)</p>			<p>Jess Croton (NQT at the time), 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 and/or S27(2)(b) Tribunal Application and/or</p>
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					<p>S27(2)(c) Being Pregnant, Attending antenatal appointment 02/05/2018 and/or S27(2)(d) Meeting with Richard Heighway and Jo Jaffa 02/05/2018 and/or S27(2)(e) Emailed Spyros about feeling discriminated against 14/06/2018 and/or S27(2)(f) Emailed about unfair flexible working policy 26/07/2019 and/or S27(2)(g) Challenging</p>
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					fairness of 1 hour detention policy Cormac 4/10/2017
10	Unfair Disciplinary and Unfair Dismissal as a result of making a Flexible Working Request	Jo Jaffa, Kevin Sadler, Jo Jones, Gateway Learning Community (A company limited by guarantee)	20 th January 2020, 29 th January 2020	Unfair Dismissal S13 (race and sex) S27 (victimisation)	<p>Comparator: S13: Race: Ellie Huxtable, Melissa Day, Jess Croton (NQT at the time), 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 and/or S27(2)(b) Tribunal Application and/or S27(2)(c) Being Pregnant, Attending antenatal appointment 02/05/2018 and/or S27(2)(d) Meeting with Richard Heighway and Jo Jaffa 02/05/2018 and/or S27(2)(e) Emailed Spyros about feeling discriminated against 14/06/2018</p>
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					and/or S27(2)(f) Emailed about unfair flexible working policy 26/07/2019 and/or S27(2)(g) Challenging fairness of 1 hour detention policy Cormac 4/10/2017
11	The decision to dismiss was made personally only by Kevin and did not mention other individuals or that HR advised the decision	Kevin Sadler, Jo Jaffa, Jo Jones, Gateway Learning Community (A company limited by guarantee)	29 th January 2020	Unfair Dismissal S13 (race and sex) S27 (victimisation)	Comparator: S13: Race: Ellie Huxtable, Melissa Day, Jess Croton (NQT at the time), 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 and/or S27(2)(b) Tribunal Application and/or S27(2)(c) Being Pregnant, Attending antenatal appointment 02/05/2018 and/or S27(2)(d) Meeting with Richard Heighway and</p>
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					<p>Jo Jaffa 02/05/2018 and/or S27(2)(e) Emailed Spyros about feeling discriminated against 14/06/2018 and/or S27(2)(f) Emailed about unfair flexible working policy 26/07/2019 and/or S27(2)(g) Challenging fairness of 1 hour detention policy Cormac 4/10/2017</p>
12	The Claimant was not encouraged to give any feedback	Kevin Sadler, Jo Jaffa, Jo Jones, Cormac Fanning, Grainne McLaughlin, Gateway Learning Community (A company limited by	29 th January - Onwards	Unfair Dismissal S13 (race and sex) S27 (victimisation)	Comparator: S13: Race: Ellie Huxtable, Melissa Day, Jess Croton (NQT at the

		guarantee)			<p>time), 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 and/or S27(2)(b) Tribunal Application and/or S27(2)(c) Being Pregnant,</p>
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					Attending antenatal appointment 02/05/2018 and/or S27(2)(d) Meeting with Richard Heighway and Jo Jaffa 02/05/2018 and/or S27(2)(e) Emailed Spyros about feeling discriminated against 14/06/2018 and/or S27(2)(f) Emailed about unfair flexible working policy 26/07/2019 and/or S27(2)(g) Challenging fairness of 1 hour detention
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					policy Cormac 4/10/2017
13	P45 sent late, incorrect pay/deductions	Kevin Sadler, Jo Jones Gateway Learning Community (A company limited by guarantee)	5 th March 2020	S13 (race and sex) S27 (victimisation) Pay Related Unfair Dismissal	Comparator: S13: Race: Ellie Huxtable, Melissa Day, Jess Croton (NQT at the time), 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)

					<p>ACAS Early Conciliation and/or S27(2)(b) Tribunal Application and/or S27(2)(c) Being Pregnant, Attending antenatal appointment 02/05/2018 and/or S27(2)(d) Meeting with Richard Heighway and Jo Jaffa 02/05/2018 and/or S27(2)(e) Emailed Spyros about feeling discriminated against 14/06/2018 and/or S27(2)(f)</p>
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					Emailed about unfair flexible working policy 26/07/2019 and/or S27(2)(g) Challenging fairness of 1 hour detention policy Cormac 4/10/2017
14	Hindering future job prospects	Grainne Mclaughlin, Cormac Fanning, Gateway Learning Community (A company limited by guarantee)	Ongoing	S13 (race and sex) S27 (victimisation) Unfair Dismissal	Comparator: S13: Race: Ellie Huxtable, Melissa Day, Jess Croton (NQT at the time), 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)(a) ACAS Early Conciliation and/or S27(2)(b) Tribunal Application and/or S27(2)(c) Being Pregnant, Attending antenatal appointment 02/05/2018 and/or S27(2)(d) Meeting with Richard Heighway and Jo Jaffa 02/05/2018</p>
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					<p>and/or S27(2)(e) Emailed Spyros about feeling discriminated against 14/06/2018 and/or S27(2)(f) Emailed about unfair flexible working policy 26/07/2019 and/or S27(2)(g) Challenging fairness of 1 hour detention policy Cormac 4/10/2017</p>
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END OF DOCUMENTS

I AM OWED 20 MILLION+ POUNDS

I am owed 20 million+ pounds and there are some people that do not want this 4-part summary document to be seen.

The reason why I am writing this now in December 2023, and in this way, is because my son is being unfairly prevented from starting school.

These documents have been on my personal websites since December 2023.

Main Contents

Part 1

1. Cover Page (1 page)
2. Contents – 48 Items (2 pages)
3. Pages 1-49 of the 79 page case/s Summary Document (47 pages)

Page 2

1. Cover Page (1 page)
2. Pages 50-79 of the 79 page case/s Summary Document including Richard Transcript, Meeting Notes and Meeting Minutes (numbered 241-265) (30 pages)
3. Pages 1-6 of Schedule of Loss summary (6 pages)
4. Pages 2-14 of Claims (Employment Tribunal Case/s) starting from page 2/70 and ending at 14/70 (13 pages)

Page 3

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)

Page 4

1. Cover Page (1 page)
2. Pages 64-108 of Claims (Employment Tribunal Case) starting from page 64/70 - 70/70 and ending at second document 1/39 - 39/39 (46 pages)
3. End Page (1 page)