



EMPLOYMENT TRIBUNALS

Claimant: Mr J Ramsdale
Respondent: The Governing Body of Hindley High School

HELD AT: Manchester **ON:** 5, 6, 7 and 8 June
2017

BEFORE: Employment Judge Horne
Sitting with: Ms M T Dowling
Mr S Stott

REPRESENTATION:

Claimant: Mr A Mellis, counsel
Respondent: Ms K Barry, counsel

JUDGMENT

1. The unanimous judgment of the tribunal is that:
 - 1.1. The claimant was unfairly dismissed.
 - 1.2. The respondent did not discriminate against the claimant arising from disability.
 - 1.3. The complaint of direct discrimination because of disability is dismissed following withdrawal by the claimant.
2. By a majority (the employment judge dissenting), the judgment of the tribunal is that it would be just and equitable to assess any compensatory award on the basis that, had the respondent acted fairly:
 - 2.1. there is a 10% chance that the claimant would have been redeployed into the role of Deputy Head for Teaching & Learning and would continue to be employed by the respondent in that role at the time of the hearing; and
 - 2.2. there is a corresponding 90% chance that the claimant would have been dismissed on the same date that he was actually dismissed.

Case Nos. 2403136/2016

Employment Judge Horne

15 June 2017

JUDGMENT SENT TO THE PARTIES ON

22 June 2017

FOR THE TRIBUNAL OFFICE

Note

Written reasons were requested at the hearing and will follow this judgment.