

Membership Newsletter

May 2012



Employment Tribunal Claim – Angela Dunn

In September 2010, we circulated a newsletter reporting on the employment tribunal claim brought against the Institute by Angela Dunn. Following the decision of the Liverpool employment tribunal, both Mrs Dunn and the Institute appealed against aspects of the judgment.

The appeal was heard by the Employment Appeal Tribunal in September 2011 and judgment was handed down in early December 2011. Mrs Dunn was successful in her two grounds of appeal that went forward to the full appeal hearing and those matters were sent back to the original tribunal to consider whether this meant that Mrs Dunn had been the victim of discrimination and then the appropriate remedy. The Institute was unsuccessful in its appeal against the finding in Mrs Dunn's favour on unlawful victimisation.

In the light of the findings of the Employment Appeal Tribunal, the Institute has accepted the likelihood that it would be deemed to have discriminated against Mrs Dunn on the grounds of her being a married person. This would be in addition to the existing findings of unlawful victimisation and constructive unfair dismissal.

The Institute is pleased to confirm that it has now reached agreement with Mrs Dunn over the terms of settlement of her claims.

The Institute also wishes to place on record that it accepts that there was no basis on which to call into question the conduct of Angela Dunn in the context of her service to the Institute or otherwise. If previously any impression has been conveyed to the contrary, then the Institute expresses its regret.

Finally, in the September 2010 newsletter, the Institute stated that Mrs Dunn had made a "*large number of allegations against the Institute and individual members.*" The Institute wishes to clarify for the benefit of all members that the allegations referred to were allegations made against certain members in their capacity as officers and/or directors of the Institute at the time as part of the tribunal claim rather than as a consequence of their being members.

It is now the sincere wish of both the Institute and Mrs Dunn to put these matters behind us and to move forward and both the Institute and Mrs Dunn have agreed not to discuss the specific terms of settlement in public.

Board of Directors
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