

Membership Newsletter



September 2010 – Issue No3

Employment Tribunal Claim – Angela Dunn

Members will be aware that the employment tribunal recently heard a claim by Angela Dunn against the Institute. The tribunal has now given its judgment and so the Institute is issuing the following statement in relation to the judgment following consultation with its lawyers, Beachcroft LLP.

Mrs Dunn made a large number of allegations against the Institute and individual members. Mrs Dunn succeeded in two of her allegations. The first allegation was that the Institute breached Mrs Dunn's contract when it failed to pay her full sick pay in line with local authority terms and conditions and that this entitled her to resign and claim constructive dismissal.

Mrs Dunn also succeeded in her allegation that a decision to put her at risk of redundancy in October 2008 was taken because she had raised a grievance in relation to sex discrimination. Although the Institute explained the reasons for this decision, the tribunal did not consider that these reasons could be proved and so Mrs Dunn was successful in one claim of victimisation. The tribunal referred to harassment in its judgment but this was never claimed by Mrs Dunn and this reference seems to be a clerical error. The tribunal rejected all of the claimant's remaining allegations of discrimination.

The tribunal will meet again on 13 January 2011 to consider whether Mrs Dunn should be awarded compensation and, if so, how much.

As Mrs Dunn remains a member of the Institute and the case has yet to conclude, the Institute does not consider that any further comment is appropriate at this time.

Board of Directors
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