

NASUWT COMPENSATION FIGURES 2017

The **NASUWT-The Teachers' Union**, secured compensation of £16,536,990.55 for members during 2017.

The compensation was awarded for successful claims including unfair dismissal, unlawful discrimination, personal injuries and criminal assault.

The Union secured £35,000 for a 26-year-old trainee teacher from London who was forced out of her training after becoming pregnant.

She was employed as part of the Schools Direct Programme and was considered to be performing well, however she had absences as a result of experiencing serious difficulties during pregnancy.

She provided the relevant sick notes to the employer, however, the headteacher claimed not to have received these and subsequently informed her that she was not successful with the Schools Direct training and instead offered her a role as a Teaching Assistant or Learning Support Assistant. The alternative was dismissal. The course provider did not share the headteacher's assessment of the member's capabilities.

The relationship with the headteacher deteriorated upon her return to work as it was insisted upon that she chose one of the three options put to her.

The NASUWT submitted claims of pregnancy related dismissal/discrimination and notice pay to an Employment Tribunal. It was upon attending the Tribunal hearing that the employer settled the case at a value of £35,000 with an agreed reference.

The Union secured £32,000 for a 48-year-old member from South Yorkshire who was made redundant, which he believed was on account of his trade union membership and activities.

The member was employed as the Head of Humanities and after a restructuring process the employer adopted selection criteria for posts which were contrary to the agreement with the Union.

The member was not selected for a post and tribunal proceedings were lodged for unfair dismissal. Following successful negotiations, a settlement was agreed at a value of £32,000.

Chris Keates, General Secretary of the NASUWT, said:

“Not only does the Union continue to pursue employers who are negligent in terms of the health and welfare of members, but we are also now seeing a significant increase in the number of members with protected characteristics being subjected to discriminatory treatment.

“The scale of discrimination and prejudice is deeply disturbing and it is likely that this is only the tip of the iceberg.

“The NASUWT has a record second to none in seeking justice for members who have experienced unfair treatment at work and more and more of our members are feeling empowered to seek our support and assistance. However, compensation cannot make up for the anxiety and turmoil that these members experience which in many cases has a lasting effect on their career and on their mental and physical wellbeing.

“It is scandalous that the governments are failing to ensure that employers comply with health and safety and equalities legislation.”

NASUWT
The Teachers' Union