

Schedule of Claims 2012

Key: CEL= Careers Enterprise Ltd BED= Babcock Education and Skills Ltd BC=Ben Craig BB= Beverly Bannister CO=Cliff Obaseki JB=Jane Biddlecombe MN= Michelle Naylor AK= Alexander Khan JP=Jane Puncher CD=Clive Dobbin FH=Fiona Hawkesley JB=John Bacon HH=Hugh Haughian SC=Sasha Chaudri TD=Tanya Davis DR.M=Doctor Mason

Ms AA Vaughan v London Borough of Lewisham and others

Case Number: 2300254/2011B

Protected Disclosures

No.	Date of disclosure(s)	Disclosure(s) made to	Method of disclosure(s)	Document	Location/witness	Breach	ET1 Paragraph(s)	Detriment
1.	28 December 2010	AK, BB & BC	Written	By e-mail	TD	The continued abuse of the OH process: Protected disclosure: Bullying, harassment and victimization (breach of contractual duties), the failure to act in accordance with policy and procedure. PIDA detriment: sections 43B (1) (d), ERA 1996), 43B (1) (b) and 100(1)(d) of the ERA 1996)	66, 67, 67b- 67d, 77m	The handling of the referral to PHC occupational Health company: Paris Smith's involvement, the disclosure of my ET1's to BB, the inclusion of my ET1's and confidential e-mail correspondence in the OH referral pack, my employer's failure to observe my rights under the Access to Medical Records Act/Data Protection Act etc and the threat of disciplinary action again. Also relates to previous disclosures- numbers 1, 2, 3 and 4 from previous hearing
2.	12 January 2011	BB, AK & BC	Written	By e-mail	TD & CO	Protected disclosure: Bullying, harassment and victimization (breach of contractual duties), asserting my statutory rights. PIDA detriment: sections 43B (1) (d), ERA 1996), 43B (1) (b) and 100(1)(d) of the ERA 1996)	67g - 67s, 77n	My employer's handling of the return to work process- a) Not in accordance with the normal procedures; the continued failure to make reasonable adjustments, (offer me an alternative role/job & the continued failure to pay me at full rate) & b) The handling of the risk assessment & return to work meetings Also relates to previous disclosures- numbers 1, 2, 3, 4 and 5 from previous hearing
<p>3. The alleged consequences of all these detriments (which are continuing acts) are that I suffered injury to feelings, change in personality, strain on personal relationships, effect on future employment (i.e. stigma and future health in relation to future loss of earnings), injury to health (i.e. stress related severe depression, panic attacks, insomnia, eating difficulties and muscle spasms/weakness in arm and the exacerbation of my pre-existing condition- hypertension) and aggravated damages because my complaints of discrimination were handled were in a high-handed, insulting and oppressive manner. These consequences are also themselves alleged to be detriments, as set out in paragraphs 25, 26, 52, 61, 63, 83-85, 87-88 & 90a-f.</p>								

No.	Incident	Date	Person(s) Responsible	Location	Witness	Type of Discrimination	ET Paragraph(s)	Comparator	Protected act relied upon	Detriment
4.	The continued abuse of the OH process: the handling of the referral to PHC (occupational Health company)	From 28 Dec 2010- 21 Jan 2011	AK, BB, BC, my employer & BED	Via e-mail	JP, CD, TD & DR.M	Unlawful disability discrimination contrary to s.111-s.13, s.15, ss20 - ss23, s26- s27 of the EA 2010	66, 67, 67b- 67d, 77m	N/A or hypothetical	Previous 2 tribunal claims, my request for a 'reasonable adjustment' & my e-mails to BB dated 24 & 27 December 2010 detailing allegations against AD, BB & BC , my employer & BED that would amount to a contravention of the EA 2010.	The treatment received between 28 Dec 2010 & 21 Jan 2011: a) Paris Smith's involvement, the disclosure of my ET1's to BB , the inclusion of my ET1's and confidential e-mail correspondence in the OH referral pack, & b) my employer's failure to observe my rights under the Access to Medical Records Act/Data Protection Act/failure to provide information & the threat of disciplinary action again.
5.	Acts / omissions following receipt of my e-mails dated 18 & 22 January 2011	From 18 Jan- 25 Feb 2011	AK, SC, FH, JB, BC MN, BB, my employer & BED	Via e-mail & return to work meetings at Lewisham office	HH, TD & CO	Unlawful disability discrimination contrary to s.111-s.13, s.15, ss20 - ss23, s26- s27 of the EA 2010	67g - 67s, 77n	N/A or hypothetical	Previous 2 tribunal claims, 3 rd tribunal claim & my e-mails to BB dated 18 Jan 2011 & AK, SC, FH dated 22 Jan 2011 detailing allegations against AD, BB, BC , my employer & BED that would amount to a contravention of the EA 2010	The continued failure to make reasonable adjustments, (offer me an alternative role/job & the continued failure to pay me at full rate) & the handling of the undertaking of the individual risk assessment & the related return to work meetings
<p>6. The alleged consequences of all these incidents of discrimination (which are continuing acts) are that I suffered injury to feelings, change in personality, strain on personal relationships, effect on future employment (i.e. stigma and future health in relation to future loss of earnings), injury to health (i.e. stress related severe depression, panic attacks, insomnia, eating difficulties and muscle spasms/weakness in arm and the exacerbation of my pre-existing condition- hypertension) and aggravated damages because my complaints of discrimination were handled were in a high-handed, insulting and oppressive manner. These consequences are also themselves alleged to be detriments, as set out in paragraphs 25, 26, 52, 61, 63, 83-85, 87-88 & 90a-f.</p>										

NB In relation to all three claims, as it is not possible to link a specific incident of discrimination to a specific protected act, (due to the fact that there are so many), the protected acts relied upon will include but not be limited to those referred to in the '**Protected act relied upon**' columns.