

IN THE EMPLOYMENT TRIBUNAL

Claim No. 40/2024

BETWEEN:

AHLAM ZAKI

Claimant

-AND-

OXFORD LEARNING LIMITED

Respondent

AWARDS
CASE MANAGEMENT ORDER

The Judgment of the Tribunal dated 8 September 2025 being that the Claimant's Claims for unfair dismissal, breach of contract and pregnancy discrimination are all well founded and succeed, the Tribunal shall make Awards of compensation.

IT IS THEREFORE ORDERED THAT:-

1. **Unfair dismissal and breach of contract**

By reference to the Employment Tribunal (Calculation of Compensation) Regulations 2016, on or before 5.30 p.m. on 24 October 2025, the Claimant to file at the Tribunal a Schedule of Loss and all evidence relevant to and/or proving the sums detailed in the Schedule of Loss, including the information/evidence set out below, and any witness statements of any oral evidence upon the Claimant intends to rely:-

(i) **Employment-related details**

Date of birth

Effective Date of Termination (**EDT**)

Notice period

Gross monthly pay at EDT

Gross weekly pay at EDT

Net weekly pay at EDT

Current weekly minimum wage

Date(s) of new employment(s)

Gross monthly pay from new employment(s)

Net monthly pay from new employment(s)

- (ii) Any income and benefits received by the Claimant from the Respondent in the 3 full calendar months prior to the termination of the Claimant's employment, such as copies of payslips issued by the Respondent to the Claimant.

- (iii) Any sums paid to the Claimant by the Respondent at termination (including any pay in lieu of notice, accrued holiday pay, redundancy pay).
- (iv) Any accrued and unpaid sums owed to the Claimant by the Respondent at termination.
- (v) Any income or benefits received by the Claimant since the termination of the Claimant's employment with the Respondent, such as copies of payslips issued by any new employer(s) to the Claimant, State benefits paid to the Claimant and any other payments received by the Claimant.
- (vi) The steps the Claimant has taken to mitigate their loss by finding alternative employment, such as job applications made and offers of alternative employment received, confirming whether or not the Claimant accepted the new position(s) and if not, why not.

2. Pregnancy discrimination

On or before 5.30 p.m. on 24 October 2025, the Claimant to file at the Tribunal the information/evidence set out below, and any witness statements of any oral evidence upon which the Claimant intends to rely:-

- (i) details of the financial losses suffered by the Claimant caused by the discrimination;
- (ii) details of the steps taken by the Claimant to mitigate losses;
- (iii) details of any injury to feelings suffered by the Claimant caused by the discrimination, by reference to the Vento bands; and
- (iv) details of any interest payments claimed by the Claimant.

- 3. The evidence in chief of any witnesses to be contained in their witness statements.
- 4. Not later than 10 days before the Awards Hearing, the Claimant to file at the Tribunal any skeleton arguments and bundles of authorities.
- 5. The Awards Hearing to be listed for half a day commencing at 10.00 a.m. on 10 December 2025.
- 6. Liberty to apply.

Gabrielle O'Hagan
Chairperson Gabrielle O'Hagan

8 September 2025