

QUESTIONS ON DATES, TIMES AND PLACES: Alannah Jeune's Visa Status

1. What was the employment and student status of Alannah Jeune at the time of her October 2020 complaint against the Dean? She has given various accounts, including that she was employed by Magdalen College, or she was a junior member of Christ Church and that she was an employee of the cathedral. Which of these is correct?
2. She also named Christ Church as her employer and place of residence with the police and in Professor Graham Ward's Clergy Discipline Measure complaint against the Dean in the autumn of 2020. She also claimed that she was vulnerable because she had lacked a visa. Which are the Governing Body's understandings?
3. Can you confirm that Ms Jeune was not a matriculated member of Oxford University, or a student member of Christ Church? What was her status in the college in October 2020, when she had welfare and safeguarding responsibilities in college?
4. Why did the college settle Ms. Jeune's employment claim and pay compensation when she claimed in a newspaper interview to be a member and employee at Magdalen College during the autumn of 2020?
5. Why did Herbert Smith Freehills decide not to represent the college at the employment tribunals? Was it because of the uncertainty about Ms. Jeune's employment status which was at variance with what they had been told?
6. Why did the statement issued by Christ Church on Friday 4th February 2022 imply Ms. Jeune was a 'member', student and employee of Christ Church, and that the financial settlement conferred on her had been negotiated with the Dean?
7. Please explain how a person can be both an employee of Christ Church and an MCR member. Can anyone be a student and member of staff at the same time, and also fulfil safeguarding responsibilities?
8. What is the Christ Church policy for someone who is not a member of the House repeatedly wearing an Oxon MA gown around College and at other University of Oxford functions, when they are not in fact a graduate of the University?
9. Ms. Jeune stated in Graham Ward's CDM against the Dean that she had no visa to stay in the UK at the time of her allegation. It was subsequently granted a few months later. Does Ms. Jeune agree that she possessed no visa, as she claimed, to stay in UK from the summer of 2020?
10. Why did Ms. Jeune feel it necessary to produce the two references (below) purporting to be from Magdalen College, but only after her interview with the *Daily Telegraph* in May 2022? Why do neither of the alleged authors wish to vouch for the provenance of these documents?

11. Can Ms. Jeune confirm that she told Thames Valley Police, Kate Wood and the Employment Tribunal that her employer and residence was Christ Church on October 4th 2020? But her employer and residence were later altered to Magdalen when it came to claiming financial losses, and in her *Daily Telegraph* interview?
12. In the ad below (October 2019), is the information that is featured correct? Who provided this information to Christ Church?



Christ Church Music Society
Alannah Jeune



Recorder Recital // Tuesday 29th October // 13.15

Join us for a FREE lunchtime recital featuring Christ Church History DPhil student Alannah Jeune, who will be presenting an exciting programme of works:

Sammartini - Concerto in F major
Telemann - Sonata No.1 in F major
Monti - Czardas




ccmsoxford@gmail.com

In the CDM Application filed by Graham Ward on 5th November 2020, and referenced in Kate Wood's Report (see p. 17 of that document) we read (bold emphasis added):

"In 2018/19 X was an Associate Member of the Common Room and a member of the chapel community. She applied for the role of warden and the Dean was a referee. She did not get the job as the criteria changed which made her ineligible. In July 2019 she was made a casual verger at the Cathedral. In September 2019 X was employed as a Sub-Dean at Magdalen College with responsibility for pastoral support. On 1st October 2020 X was given a new position of Chapel Assistant and Relief Verger at the Cathedral. X's application for a visa to stay in the UK is still being processed, having been delayed by Covid 19. She is very anxious about the process and conscious that without the College and Cathedral providing her sponsorship for the application, it will be refused, and she would have to leave the UK."

References (see pp. 3-4)

Prof. J.W. Sampson
Senior Dean of Arts



Magdalen College
Oxford
OX1 4AU

1 May 2021

To whom it may concern,

I am writing as the Senior Dean of Arts at Magdalen College, Oxford. I took on this role in March 2021, supported by a colleague and a team of three graduate students who provided out-of-hours cover and additional support, known as the Sub-Deans. Alannah Jeune was one of those three, and we worked closely until she left our employment at the end of 2021.

I cannot speak highly enough of the work Alannah did for us. In that time – a truly extraordinary period for anyone working in student welfare – she was a constant source of support. Compassionate, informed and respectful, she brought a wealth of experience to the role and proved extremely popular with students. The role is extraordinarily varied, requiring Sub-Deans to interact with issues ranging from students in an acute state of crisis that are considering taking their own lives, to neighbours at war over who can use the bathroom at what hour. Alannah brought the same calm, reassuring presence to every issue that came her way, and offered advice without judgment. She was entirely selfless in her approach to her work.

Given the high esteem in which I hold Alannah, it was extremely unfortunate that she was unable to continue working for us. The role is demanding and stressful, but the ultimate cause of Alannah's inability to continue in her employment at Magdalen was external to the College. We were made aware of the conflict in Christ Church during the course of Michaelmas 2020, and it was clear that the way the matter unfolded and progressed was a source of real distress to Alannah. The power dynamic alone behind that complaint can plainly be seen to put her in a precarious position, and it is a testament to her commitment to her values that she came forward. We would have been delighted to find a way to keep Alannah on board at Magdalen, and offered her two weeks of leave to focus on that matter in the hope that she would be able to return to us once that matter was concluded. Ultimately the stress of the situation in Christ Church proved insurmountable, and Alannah took the decision – which of course we understood, though regretted – to resign from her position as Sub-Dean.

In her time at Magdalen Alannah was never anything other than conscientious, thoughtful and honest. There are numerous examples I could provide of highly sensitive matters in which Alannah displayed the utmost professionalism. I am sorry to hear that the situation at Christ Church continues to be a source of distress to her. If there is anything I can do to assist the expeditious resolution of this matter, I am very happy to offer further information about Alannah's time at Magdalen.

Yours sincerely,
Prof. Joe Sampson

Monday, May 30, 2022 at 19:44:05 British Summer Time

Subject: Re: Sub-dean admin
Date: Monday, 28 December 2020 at 13:28:45 Greenwich Mean Time
From: Joe Sampson
To: Alannah Jeune, Daniel Robinson

Hi Alannah,

Hope all is well with you. I think we recorded your final working day as December 2 (the day of the 8th week GB where your resignation was noted).

Best wishes,
Joe

From: Alannah Jeune <ahj20@uclive.ac.nz>
Sent: 27 December 2020 16:34
To: Joe Sampson <joe.sampson@magd.ox.ac.uk>; Daniel Robinson <daniel.robinson@magd.ox.ac.uk>
Subject: Sub-dean admin

Dear Joe and Dan,

I hope you are both well and have been taking a well-deserved break over Christmas! I'm just catching up on various bits of paperwork and admin, and need to sort out a few things for my visa.

Can I confirm with you my final working day at Magdalen? I think I asked for two weeks leave on Oct 30th, and then resigned on Nov 13th. I think I've been overpaid either way – I've been paid in full for November, then I have an extra 14.30 from Magdalen in my account in the last few days (not sure what that is from!) I just need to confirm for Susy what my official last day is for the HR/payroll system and a P45, and I'll sort out repaying the extra with her.

Wishing you both a very Happy New Year!
Alannah

Jeune's 'references are unsigned by the alleged authors, either of whom will comment on their truthfulness. The dates are incorrect, and it would appear that their sole purpose was to support her claims in the Daily Telegraph and her financial claim in her Employment Tribunal (below). But these claims all contradict her statement to Thames Valley Police, Kate Wood and the CDM, where Jeune gives her address and employment as Christ Church, not Magdalen.

IN THE WATFORD EMPLOYMENT TRIBUNAL

Case No 3300927/2021, 3306277/2021 and 3323237/2021

BETWEEN:

MS ALANNAH JEUNE
v
REVEREND MARTYN PERCY
and

THE DEAN AND CHAPTER OF THE CATHEDRAL CHURCH OF CHRIST IN OXFORD OF THE FOUNDATION OF KING HENRY THE EIGHTH

CLAIMANT SCHEDULE OF LOSS AS AT 1 FEBRUARY 2022

Narrative

1. KEY INFORMATION

Claimant's date of birth	16 August 1992
Date of Commencement of Employment	1 October 2020
Complete continuous service (i.e. months/years employed)	1 year 4 months
Gross annual basic salary	approx £11,300 (based on 50 weeks income at 226.00 weekly)
Gross weekly basic salary	£226.00
Second Respondent's annual pension contribution	6%
Average annual savings accommodation (housing and food) as part of Magdalen College benefits	Approximately £10,000
Estimated annual post doctoral salary	£32,000.00

2. PRESENT LOSSES

Loss of earnings to date	£2,880.59
Loss of Magdalen accommodation to January 2022 (approximately)	£10,833.34

Following the incident on 4 October 2020, the Claimant had to terminate her paid engagement at Magdalen College in December 2020. This figure relates to the Claimant's loss of 13 months of the Magdalen College Stipend (based on an annual stipend of £2,659) she would have received had she stayed in post. As above, the Claimant officially moved out of Magdalen College in December 2020. This figure is a rough estimate of the cost of accommodation (housing and food) which would have been paid for by Magdalen College had she not have had to terminate her engagement. Since terminating her engagement, the Claimant has depended on temporary shared housing with friends.

Total £13,713.93

FUTURE LOSSES FROM JANUARY 2022 TO JANUARY 2025

These figures assume the Claimant is unable to restart her PhD programme by November 2022. This means she will not be permitted to pick up her studies where she left them and will need to apply for a full 3-year programme again. This would mean a completion date of 1 December 2026 at the earliest, resulting in a delay of almost 5 and a half years from her original PhD completion date of June 2021. The associated losses in this schedule are therefore the five and a half year delay in the Claimant completing her PhD and the loss of her anticipated reasonable earnings in those 5 and a half years. This schedule gives no account for the fact there is no guarantee that the Claimant will be admitted onto a new research programme, will receive or qualify for funding, that she will be able to continue with the same thesis topic or the reputational damage caused by having discontinued her PhD. Further, at this stage the Claimant does not know the long term result of any loss of focus or concentration as a result of the 4 October 2020 incident and subsequent events and how this may impact her PhD studies or career long-term. The Claimant reserves the right to submit further Schedules of Loss in respect of her future losses.

Cost of housing from 1 February 2022 to September 2022	£6,666.67
Loss of earnings from 1 February 2022 to expected return to New Zealand in September 2022	£1,772.67
Loss of earnings from June 2021 to January 2026	£212,500.00
Total	£220,939.34

This figure is based on the costs of housing for 8 months (1st February 2022 to September 2022) until the Claimant returns to New Zealand. Based on loss of 8 months of Magdalen College Stipend (1 February 2022 to September 2022)

Based on the Claimant's estimated loss of earnings of £32,000 a year (plus compound interest of 8.3% to account for inflation) for five years.

OTHER LOSSES

Personal Injury	£20,000
Injury to feelings award	£25,000
Aggravated damages	£10,000
Total	£55,000

TOTAL LOSSES

Past, future and other losses	£289,653
Plus ACAS uplift of 25%	£72,413.25
Plus interest	Interest of 8%
TOTAL (including ACAS uplift)	£362,067

This schedule is likely to require some adjustment so interest is to be calculated at the hearing. Interest is being claimed at 8% of total loss and credit will be given for plus interest

It is a criminal offence to mislead a court of law. Jeune's 2022 claims on her address and employment contradicts her testimony to Police in October 2020.