



EMPLOYMENT TRIBUNALS

Claimant: A

Respondent: 1. B
2. Salford Royal NHS Foundation Trust

Heard at: Manchester **On:** 23-25 November 2020
27-30 April 2021

Before: Employment Judge Ainscough
Ms L Hopley (via CVP)

Representation

Claimant: Mr C Kennedy (Counsel)

Respondent: Ms A Smith (Counsel)

JUDGMENT

The unanimous decision of the Tribunal is as follows:

1. The claim of harassment of a sexual nature by the first respondent, contrary to section 26(2) of the Equality Act 2010, is successful.
2. The claim of harassment related to sex by the second respondent contrary to section 26(1) of the Equality Act 2010, is unsuccessful and is dismissed.
3. The claim of direct discrimination on the grounds of sex by the first and second respondent, contrary to section 13 of the Equality Act 2010, is unsuccessful and is dismissed.
4. The claim of victimisation by the second respondent, contrary to section 27 of the Equality Act 2010, is successful.

Employment Judge Ainscough
Date 5 May 2021

JUDGMENT SENT TO THE PARTIES ON
17 May 2021

FOR THE TRIBUNAL OFFICE

Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.