



EMPLOYMENT TRIBUNALS

Claimant

Respondent

J

-v-

University Hospital Birmingham NHS Foundation Trust

FINAL MERITS HEARING

(CONDUCTED IN PERSON IN PUBLIC (SAVE AS IDENTIFIED BELOW))

Heard at: **Centre City Tower,
Birmingham**

On: **29 to 31 January, 1 & 2 February and
13 & 14 May 2024**

Before: **Employment Judge Perry, Mr J Wagstaffe (by CVP) &
Mr P Tsouvallaris**

Appearances

For the Claimant:

Her aunt [name redacted] a lay representative

For the Respondent:

Ms A Palmer (Counsel)

JUDGMENT

1. The claimant's complaint that she was harassed contrary to sections 26 & 40 Equality Act 2010 succeeds.
2. The claimant is awarded:-

(a) Compensation for financial Loss (agreed)	£242.50
(b) Interest on (a) (15/05/2023 to 14/05/2024 – 365 days at £0.05 per day)	£19.40
(c) Injury to feelings	£13,500.00
(d) Aggravated Damages	£1,500.00
(e) Interest on (c) & (d) (14/05/2022 to 14/05/2024 - 731 days at £3.29 per day)	£2,403.29
Total	£17,665.19

Signed by: Employment Judge Perry

Signed on: 15 May 2024

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.

The Employment Tribunal is required to maintain a register of all judgments and written reasons. The register must be accessible to the public. Shortly after a copy of all judgments and reasons are sent to the parties a copy will be published, in full, at www.gov.uk/employment-tribunal-decisions. The Employment Tribunal has no power to refuse to place a judgment or reasons on the online register, or to remove a judgment or reasons from the register once they have been placed there. If you consider that these documents should be anonymised in any way prior to publication, you will need to apply to the Employment Tribunal for an order to that effect under Rule 50 of the Employment Tribunal's Rules of Procedure. Such an application would need to be copied to all other parties for comment.