



EMPLOYMENT TRIBUNALS

Claimant: Miss A Piromalli

Respondent: Charles Trent Ltd

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

Heard at: Southampton

On: 3 to 11 March 2025

Before: Employment Judge Gray
AND Members Mr Flanagan and Mr Sleeth

Appearances

For the Claimant: Mr Jones (Solicitor)
For the Respondent: Mr Ludlow (Counsel)

JUDGMENT

It is the unanimous judgment of the Tribunal that the Claimant's complaints of sexual harassment and harassment related to sex in respect of allegations 2 a, b, d, f g and i succeed and it is just and equitable to extend time for those complaints. The complaints of unfair constructive dismissal, wrongful dismissal, direct sex discrimination, and the remaining allegations of sexual harassment and harassment related to sex, all fail and are dismissed.

The parties then having agreed terms as to remedy, the amount to be paid to the Claimant by the Respondent is to be paid within 14 days.

Employment Judge Gray
Dated: 11 March 2025

Sent to the parties on:
25 March 2025

Jade Lobb
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.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>