



EMPLOYMENT TRIBUNALS

Claimant: Ms C Oldfield

Respondent: Sheffield City Council

Heard at Sheffield

ON: 24 October 2025

BEFORE: Employment Judge Brain

Members: Mrs J Hiser
Mrs G Fleming

REPRESENTATION:

Claimant: Miss R Morgan, Counsel

Respondent: Mr M Rudd, Counsel

JUDGMENT ON REMEDY

UPON the claimant's successful complaint of victimisation referred to in paragraph 4 of the Reserved Judgment promulgated on 27 January 2025 (*'the successful complaint'*) the Judgment of the Employment Tribunal is that:

1. With a view to obviating or reducing the adverse effect on the claimant of the successful complaint the Tribunal recommends that the respondent shall by **24 October 2026** provide training to senior managers including Elyse Senior-Wadsworth on the provisions of the Equality Act 2010 (to include training on sections 27 and 39(4) of the 2010 Act).
2. The respondent shall pay compensation to the claimant for injury caused to her feelings by reason of the successful complaint in the sum of £8,000.
3. The respondent having acted in breach of the *ACAS Code of Practice 1: Disciplinary and Grievance Procedures* in respect of the successful complaint, it is just and equitable to increase the award in paragraph 2 by 10%. The respondent shall pay the sum of £800 to the claimant accordingly.
4. Pursuant to the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996 the respondent shall pay to the claimant interest upon the sums in paragraphs 2 and 3 at the rate of 8% per annum for a period of 18 months. Accordingly, the respondent shall pay interest to the claimant in the sum of £1,056.

5. The total amount payable by the respondent to the claimant is in the sum of £9,856.

Date: 31 October 2025.

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Sent to the parties on:

5 November 2025

For the Tribunal:

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Note - 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.

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/>