



EMPLOYMENT TRIBUNALS

Claimant: CL

Respondent: Mitie Limited

Heard at: Southampton

On: 24 October 2025

Before: Employment Judge Dawson, Mr Richardson (until 11.30 a.m.), Mr English

Mr Richardson had to leave due to an emergency. The parties agreed to the hearing proceeding with the remaining members of the tribunal, Mr Richardson played no part in the decision.

Appearances

For the claimant: Representing herself
For the respondent: Mr Hill, counsel

REMEDY JUDGMENT

The claimant is awarded the following sums:

- a. In respect of financial losses flowing from her dismissal:
 - i. £26,594.85, plus
 - ii. interest calculated at £1605.29.

b. In respect of injury to feelings (which were apportioned 50% to acts of harassment pre-termination and 50% in respect of the dismissal)

- i. £33700, plus
- ii. Interest calculated at £5318.14, plus
- iii. £1667.04 in respect of grossing up.

Employment Judge Dawson

Date 24 October 2025

JUDGMENT SENT TO THE PARTIES ON
10 December 2025

Notes

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/>

Recoupment

The recoupment provisions do not apply to this judgment.

Reasons

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. If written reasons are provided they may be placed online.