



EMPLOYMENT TRIBUNALS

Claimant: Mrs K Heyman

Respondent: Cardiff & Vale University Local Health Board

Heard at: Cardiff **On:** 23-27 March 2026

Before: Employment Judge C Sharp
Mr M Lewis
Mrs J Beard

Representation:

Claimant: Dr A Loutfi (Counsel)
Respondent: Mr A Pincott (Counsel)

JUDGMENT

The unanimous judgment of the Tribunal is that:

1. The Claimant's claim for harassment relating to age is not well founded and is dismissed;
2. The Claimant's claim for direct age discrimination is not well founded and is dismissed;
3. The Claimant's claim for discriminatory constructive unfair dismissal is not well founded and is dismissed;
4. The Respondent's application for a costs order against the Claimant made on the basis that the Claimant's conduct in bringing and pursuing the claims was unreasonable and they had no reasonable prospect of success is refused on the discretionary basis.

Approved by Employment Judge C
Sharp
Dated: 27 March 2026

ORDER SENT TO THE PARTIES ON

31 March 2026

Miriam Drake
FOR THE SECRETARY TO EMPLOYMENT TRIBUNALS

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.

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/>