



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs G Gharabli

**Respondent:** Cedar Hope Care Services Ltd

**Heard at:** Reading in public by CVP

**On:** 3 March 2026

**Before:** Employment Judge McCooley

## Appearances

For the claimant: In person

For the respondent: Mr Aimufua, Litigation Consultant

## REMEDY JUDGMENT

1. Liability in this case was determined at a final hearing in October and November 2025.
2. The claimant succeeded in complaints of whistleblowing detriment and indirect race discrimination.
3. This hearing was listed to consider and determine remedy. The Tribunal awards compensation as set out below.
  - i. An award for injury to feelings of **£10,000**.
  - ii. Financial losses of **£2,236.54** net, incurred over a period of February 2023 to June 2024
  - iii. Interest on injury to feelings of **£1,937.76** calculated at a rate of 8% (midway point of October 23, the total period being 2 years, 5 months and 2 days)
4. Total award payable (including interest) is **£14,174.30**.

**This award is payable within 14 days of the date that this Judgment is sent to the parties.**

**Approved by:**

**Employment Judge McCooley**

Date: 3 March 2026

Judgment sent to the parties on:

30 March 2026

For the Tribunal:

### 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](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.