



# EMPLOYMENT TRIBUNALS

**Claimant:** Jahleel Bailey

**Respondent:** CIS (Northampton) Ltd

**Heard at:** Cambridge Employment Tribunal      **On:** 18 and 19 March 2026

**Before:** Employment Judge Taft

## REPRESENTATION:

**Claimant:** Represented himself

**Respondent:** Miss Nicholson (Litigation Consultant)

## JUDGMENT

1. The complaint of being subjected to detriment for taking Shared Parental Leave is well-founded and succeeds.
2. The respondent shall pay the claimant the following sums:
  - 2.1 Compensation for past financial losses: **£7,352.09**; and
  - 2.2 Compensation for injury to feelings: **£12,000.00**.

Approved by:

**Employment Judge Taft**

**30 March 2026**

Judgment sent to the parties on:

14 May 2026

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For the Tribunal:

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## Notes

Summary 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. Those reasons may be summary reasons or full written reasons. If full written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any full written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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 at [www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/](http://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/)