



EMPLOYMENT TRIBUNALS

Claimant: Miss Charlotte Brooks
Respondent: Co-operative Group Ltd
Heard at: Exeter Employment Tribunal
On: 11 to 14 May 2026

Before: Employment Judge Volkmer
Representation
Claimant: In person
Respondent: Mr Ramsbottom, Peninsula

JUDGMENT

1. The complaints of harassment related to sex and harassment of a sexual nature were not presented within the applicable time limit. It was just and equitable to extend the time limit. These complaints were upheld.
2. The direct sex discrimination complaints were well founded and were upheld.
3. The victimisation complaints were not well founded and were dismissed.
4. The Respondent must pay the Claimant **£19,042.39** (inclusive of interest) in respect of injury to feelings. This must be paid within 14 days of this judgment being sent to the parties.

Approved by
Employment Judge Volkmer
Date: 15 May 2026

JUDGMENT SENT TO THE PARTIES ON
5 June 2026

Jade Lobb
For the Tribunal Office

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/>