



EMPLOYMENT TRIBUNALS

Claimant: C.CLEMENTS

Respondent: MID CHESHIRE HOSPITALS NHS FOUNDATION TRUST

JUDGMENT OF THE EMPLOYMENT TRIBUNAL ON LIABILITY AND REMEDY

HELD AT: Birmingham via CVP

ON: 14-17 & 21 July 2026 – Liability
18 September 2026 - Remedy

BEFORE: Employment Judge **Algazy KC**

APPEARANCES

For the Claimant: **In person –**

For the Respondent: **Mr B. Williams - Counsel**

JUDGMENT ON LIABILITY

The judgment of the Tribunal is that:

1. The Claims for sexual harassment as set out at paragraphs 6.1.2 and 6.16 in the List of Issues are well founded and succeed and the Tribunal so declares accordingly.
2. The remaining claims are not well founded and are all dismissed.

Summary oral reasons on liability were given at the Hearing on 21 July 2026, and the parties are reminded that written summary reasons will not be provided unless requested by any party by a written request received by the Tribunal within 14 days of the sending of the written record of the decision – Rule 60 (4B) of The Employment Tribunal Procedure Rules 2024 (As amended).

JUDGMENT ON REMEDY

The judgment of the Tribunal is that:

The Claimant is awarded, and the Respondent is ordered to pay the Claimant, the sum of **£7,144.11**.

The award is **£6000** for injury to feelings and pursuant to regulations 3 and 6 of the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996, interest is awarded on the injury-to-feelings award at 8% per annum simple from 1 May 2024 to 18 September 2026, namely 870 days calculated as follows:

$$\begin{aligned}\pounds 6,000 \times 0.08 &= \pounds 480 \text{ per annum} \\ \pounds 480 \times 870 \div 365 &= \pounds \mathbf{1,144.11}\end{aligned}$$

Summary oral reasons on remedy were given at the Hearing on 18 September 2026, and the parties are reminded that written summary reasons will not be provided unless

requested by any party by a written request received by the Tribunal within 14 days of the sending of the written record of the decision – Rule 60 (4B) of The Employment Tribunal Procedure Rules 2024 (As amended).

Employment Judge Jacques Algazy K.C.

Approved on 18 September 2026