



EMPLOYMENT TRIBUNALS

Claimant: Mr C Crimmins

Respondent: Berry Cleaning Solutions Ltd

Heard at: Cardiff **On:** 20 August 2026

Before: Employment Judge Moore

Representation

Claimant: In Person

Respondent: Mr T Phillips, former director authorised to act

JUDGMENT

The claimant's claim for direct sexual orientation discrimination is not well founded and is dismissed.

The claimant's claim for harassment related to sexual orientation is well founded.

The respondent is ordered to pay the claimant compensation in the sum of £1200 for injury to feelings.

Approved by:

Employment Judge Moore

20 August 2026

JUDGMENT SENT TO THE PARTIES ON

..28 September 2026.....

..C Evans.....

FOR THE TRIBUNAL OFFICE

Notes

Summary reasons were given orally at the hearing. Written summary reasons will not be provided unless requested by any party at the hearing, or by a written request received by the Tribunal within 14 days of the sending of the written record of the decision.

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

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 here:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/