Case Number 2307957/2023

EMPLOYMENT TRIBUNALS

Heard at: London South (by video) **On:** 26, 27 October 2026

Claimant: Mrs Deborah Smith

Respondent: Oxleas NHS Foundation Trust

Before: Employment Judge Sellwood

Representation:

Claimant In Person

Respondent Mr Kennedy, counsel

JUDGMENT

1. The claim for unfair dismissal succeeds.

2. Following a Polkey deduction of 100% and a contributory conduct reduction of 60% in respect of the basic award, the Claimant is awarded the total sum of £3,472.40.

Employment Judge Sellwood

Date 27 October 2026