



# EMPLOYMENT TRIBUNALS

**Claimant:**  
Prof P Ewart

v

**Respondent:**  
The Chancellor, Masters and  
Scholars of the University of Oxford

**Heard at:** Reading

**On:** 7 September 2020

**Before:** Employment Judge Anstis  
Mrs A E Brown  
Mr J Appleton

**Appearances:**  
**For the Claimant:** Mr A Sugarman (counsel)  
**For the Respondent:** Mr S Jones QC (counsel)

## REMEDY JUDGMENT

1. The claimant shall be reinstated to the position of senior researcher on a 0.8 FTE contract for a fixed maximum term to expire on 30 September 2021 with effect from 1 October 2020. For the avoidance of doubt, the order is not intended to create any fixed minimum term of appointment nor to create any additional power for the respondent to terminate the appointment earlier than 30 September 2021.
2. The respondent shall pay to the claimant such salary as he would have received had he been employed from 1 October 2017 until 30 September 2020 as a senior researcher on a 0.8 FTE contract, remunerated at point 6 on grade 10.
3. The respondent shall pay to the claimant £22,500 by way of compensation for injury to feelings, together with an additional £7,110.00 interest on such payment.

**Employment Judge Anstis**  
**7 September 2020**  
1<sup>st</sup> Oct 2020

Sent to the parties on: .....  
T Yeo

.....  
For the Tribunal Office

**Note:**

Written reasons for this decision were requested at the hearing and will be provided separately.

**Public access to employment tribunal decisions:**

All judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.