



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms A Ayinde  
**Respondent:** 1) Ms L Lucas  
2) Kings College London Florence Nightingale Faculty  
of  
Nursing, Midwifery and Palliative Care

**Heard at: London South On: 18,  
19 and 20 December 2023**

**Before:**  
**Employment Judge Heath**  
**Ms A Boyce**  
**Mr P Adkins**

**Representation**

Claimant: In person  
First Respondent: Mr A Williams (Consultant)

## JUDGMENT

The claimant's claims of direct race discrimination and direct religion or belief discrimination are not upheld and are dismissed.

Employment Judge **Heath**

Date 20 December 2023

JUDGMENT SENT TO THE PARTIES ON

22<sup>nd</sup> December 2023

P Wing

## **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](http://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-practicedirections/>