



EMPLOYMENT TRIBUNALS

Claimant: Mr S Hardingham

Respondent: The Principal, Fellows and Scholars of Homerton College,
The University of Cambridge

Heard at: Cambridge Employment Tribunal (in person)

On: 15 and 16 April 2024

Before: Employment Judge Hutchings (sitting alone)

Representation
Claimant: in person
Respondent: Ms Swords-Kieley of counsel

JUDGMENT

1. The complaint of breach of contract is not well founded and is dismissed.
2. The complaint of unfair dismissal is not well-founded and is dismissed. The claimant was fairly dismissed.

Employment Judge K Hutchings

Date signed: 16 April 2024

JUDGMENT SENT TO THE PARTIES ON

17/05/2024

FOR THE TRIBUNAL OFFICE

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 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-practice-directions/>