



# EMPLOYMENT TRIBUNALS

**Claimants:** Dr D Harvie (1)  
Dr G Lightfoot (2)  
Prof S Lilley (3)

**Respondent:** University of Leicester

**Heard at:** Leicester Employment Tribunal

**On:** 19 and 20 June 2024

Employment Judge Welch (sitting alone)

**Before:**

## REPRESENTATION:

**First and** Mr A Ohringer, Counsel  
**Third Claimants:**

**Second Claimant:** In person

**Respondent:** Ms C Musgrave-Cohen, Counsel

# REMEDY JUDGMENT

The judgment of the Tribunal is as follows:

1. The respondent shall pay the first claimant the following sums:
  - (a) A basic award of **£0**.
  - (b) A compensatory award of **£72,487.48**
2. The respondent shall pay the second claimant the following sums:
  - (a) A basic award of **£0**.
  - (b) A compensatory award of **£30,521.67**.

3. The respondent shall pay the third claimant the following sums:

(a) A basic award of **£0**.

(b) A compensatory award of **£73,625.16**.

**Note** that these are the actual sums payable to the claimant after any deductions or uplifts have been applied.

4. The Employment Protection (Recoupment of Benefits) Regulations 1996 do not apply:

**Employment Judge Welch  
20 June 2024**

Judgment sent to the parties on:

.....  
For the Tribunal:

.....

**Note**

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

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Judgments (apart from judgments under rule 52) 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.