



EMPLOYMENT TRIBUNALS

Claimant: Mr D Hughes

Respondent: Science Recruitment Group Limited

Heard at: Birmingham (parties attending by CVP)

On: 22, 23 & 24 January 2025

Before: Employment Judge Flood
Ms Fritz
Mr Davis

Representation

Claimant: In person
Respondent: Mr McNerney(Counsel)

JUDGMENT

The unanimous judgment of the Tribunal is that the complaints of direct age discrimination and age related harassment (contrary to ss 13 and 26 of the Equality Act 2010) are not well founded and are dismissed.

Employment Judge Flood

Approved on 24 January 2025

Notes

Reasons for the judgment having been given in full 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.

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/>