



EMPLOYMENT TRIBUNALS

Claimant: G Wickstead
Respondent: INTO Newcastle University LLP

HELD AT: Newcastle **ON:** 3, 4, 5 and 6
February 2025

BEFORE: Employment Judge Aspden

REPRESENTATION:

Claimant: Mr McCulloch
Respondent: Mr Robinson Young, counsel

JUDGMENT

1. The claimant's claim that the respondent breached his contract of employment by dismissing him without notice is well founded.
2. The claimant's claim that the respondent unfairly dismissed him is well founded.
3. The claimant's claim of age discrimination is not well founded and is dismissed.
4. The respondent must pay to the claimant £1,679.30 as damages for breach of contract (the amount having been agreed by the parties).
5. The respondent must also pay to the claimant £73,473.05 as compensation for unfair dismissal (which is made up of a compensatory award only, the amount having been agreed by the parties).
6. The Employment Protection (Recoupment of Benefits) Regulations 1996 do not apply.

Employment Judge Aspden

Date 6 February 2025

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/>