



EMPLOYMENT TRIBUNALS

Claimant: F

Respondent: University of Nottingham

RECORD OF A PRELIMINARY HEARING

Heard at: Midlands East

On: 19 September 2025

Before: Employment Judge Broughton and members Ms Newton and Ms Woodward

Appearances

For the claimant: F

For the respondent: Ms Reindorf KC

REMEDY JUDGMENT

The Respondent is Ordered to pay to the claimant the following sums in connection with his claim for injury to feelings in connection with acts, in breach of the Equality Act 2010, which took place during the course of his employment (and prior to the termination of his employment). There is no claim that the termination of employment itself was a breach of the Equality Act 2010.

1. The sum of **£28,000** for injury to feelings for breaches of the Equality Act 2010 (lower end of the upper band Vento which applied at the time of claim).
2. The sum of **£2,500** representing an Acas uplift pursuant to section 207A (2) TULR(C)A.
3. The sum of **£16,120.64** for interest pursuant to The Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996.
4. This equates to a total sum of: **£46,920.64**

Employment Judge Broughton

Date: 24 September 2025

Sent to the parties on:

...25 September 2025.....

For the Tribunal Office:

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Note

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.

"Recordings 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/>