



EMPLOYMENT TRIBUNALS

Claimant: Ogbonna Nnamuchi

Respondent: University of Exeter

JUDGMENT

The Claimant's application dated 12 August 2025 for reconsideration of the judgment sent to the parties on 8 August 2025 is refused.

REASONS

1. There is no reasonable prospect of the original decision being varied or revoked, for the reasons set out below.
2. The Claimant is suggesting that the Respondent's solicitor said during the Preliminary Hearing on 26 June 2025 that the Claimant was a PhD student, and that that is evidence that the Claimant remains a student of the Respondent University. Whether or not the Claimant remains a student of the University is relevant because the Claimant accepted that the Respondent only employs registered students as postgraduate teaching associates. When the Claimant ceased to be a student, he was not able to carry out that paid work, so the date on which he ceased his programme of study is the latest point at which time could begin to run for him to bring his employment-related complaints. The Claimant argued at the Preliminary Hearing that he remains a student of the Respondent University and his complaints were therefore not out of time.
3. I recall the discussion referenced by the Claimant in his application for reconsideration. My understanding at the time was that Mrs Johnson (the Respondent's in-house solicitor) was checking with the Claimant by what title she should address him during cross-examination, as opposed to making a statement about his status.
4. Even if the Claimant is correct that Mrs Johnson said she was addressing him as Mr Nnamuchi because 'you are still a PhD student', Mrs Johnson was not giving evidence to the Tribunal and was not a witness to the events that formed the basis of the Claimant's claim. Further, saying 'you are still a PhD student' is different from saying 'you are still a PhD student at the Respondent'. Mrs Johnson would presumably have been unaware whether the Claimant had signed up with a different institution after his studies with the Respondent ceased.

5. In my Reserved Judgment following the Preliminary Hearing, I found that the Claimant was removed from his course on 9 May 2022, as evidenced by the unambiguous letter dated 9 May 2022 and the Respondent's refusal thereafter to allow the Claimant to access the University and its services. A remark made by a representative of the Respondent at a Preliminary Hearing more than 3 years later (even if made in the way that the Claimant purports) does not cast doubt on that finding.

Approved by
Employment Judge Yallop
Date: 10 September 2025

JUDGMENT SENT TO THE PARTIES ON
02 October 2025

FOR THE TRIBUNAL OFFICE