



EMPLOYMENT TRIBUNALS

Claimant: Mr J Oxley
Respondent: Ministry of Defence
Heard at: Exeter Employment Tribunal
On: 15, 16, 17 and 18 September 2025

Before: Employment Judge Volkmer

Representation

Claimant: in person
Respondent: Mr Mitchell, counsel

JUDGMENT

1. The Claimant's complaints of direct sex discrimination in relation to RNFT Warnings and the discharge decision are out of time and are dismissed for want of jurisdiction.
2. The Claimant's complaint of direct sex discrimination in relation to his discharge is not well founded and is dismissed.

**Approved by
Employment Judge Volkmer
18 September 2025**

JUDGMENT SENT TO THE PARTIES ON
13 October 2025

FOR THE TRIBUNAL OFFICE

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/>