



EMPLOYMENT TRIBUNALS

Claimant: JK

Respondent: University of Bradford

JUDGMENT

The claimant's applications dated 15 September and 11 October for reconsideration of the Judgment sent to the parties on 8 September 2025 is refused.

REASONS

There is no reasonable prospect of the original decision being varied or revoked.

It is appropriate that any initial consideration of the reconsideration of the Judgment is by the Employment Judge who sat on the tribunal which determined the claims.

The reconsideration is based firstly on there being errors of law and unsustainable factual findings. These are issues properly for the Employment Appeal Tribunal rather than for the Employment Tribunal on a reconsideration.

The same applies to allegations of bias. The tribunal asked the claimant during the hearing if he was making any application, albeit on the respondent rather than the claimant raising any potential issue of perceived bias, indicating that he was at liberty to do so. The claimant made no recusal application.

The tribunal has a duty to manage proceedings efficiently which may involve the curtailment of questions, if appropriate, in cross-examination of witnesses.

The tribunal clarified the list of issues it was being asked to determine with the claimant and the respondent at the commencement of the hearing.

Employment Judge Maidment

Date: 23 October 2025

JUDGMENT SENT TO THE PARTIES ON

Date:

FOR THE TRIBUNAL OFFICE