



# EMPLOYMENT TRIBUNALS

BETWEEN

CLAIMANT

RESPONDENT

**STEFAN HALIKOWSKI SMITH** V **SWANSEA UNIVERSITY**

**HELD REMOTELY AT: SWANSEA** **ON: 13 & 14 OCTOBER 2025**

**BEFORE: EMPLOYMENT JUDGE S POVEY**

**REPRESENTATION:**

**FOR THE CLAIMANT: IN PERSON**

**FOR THE RESPONDENT: MS MINTO (COUNSEL)**

## **JUDGMENT**

1. The following complaints of direct discrimination by reason of nationality/ethnic origin and by reason of religion are struck out on the basis that there are no reasonable prospects of the Claimant successfully showing that they were either presented in time or within such period as was just and equitable:
  - 1.1. In 2020 the Respondent refused to pay his publication of expenses of £767.12 despite there being a Faculty Research Allowance Policy in place to cover such expenses and despite other academics being granted such funds.;
  - 1.2. In August 2021 the Respondent threw out of the library two books on the Catholic Counter-Reformation that the Claimant was using for teaching and without following the normal procedure of consulting first with academics who use the books;
  - 1.3. In the second half of 2016 and in 2018 the Claimant was being denied sabbaticals which were regularly being given to other members of staff;
  - 1.4. In an email of 25 January 2023 Adam Moseley purposefully disinvited the Claimant from departmental meetings so that

colleagues could discuss the Claimant's courses and encourage participating student representatives to make open complaints;

- 1.5. The Claimant was disciplined leading up to the final written warning in February 2023 when Christoph Laucht who had committed similar conduct was not disciplined.
2. The complaint of direct discrimination by reason of sex is struck out on the basis that there are no reasonable prospects of the Claimant successfully showing that it was either presented in time or within such period as was just and equitable.
3. The following complaints of direct discrimination by reason of nationality/ethnic origin and by reason of religion are struck out on the basis that they have no reasonable prospects of success:
  - 3.1. The Claimant was disciplined leading up to the final written warning in February 2023 when Christoph Laucht who had committed similar conduct was not disciplined (in the alternative to being struck out, as above).
  - 3.2. In July 2024 the use of the word "foreign" in the sentence "Modern Foreign Languages".

Order posted to the parties on

26 November 2025

Katie Dickson

For Secretary of the Tribunals

Approved by:

**EMPLOYMENT JUDGE S POVEY**

**Dated: 18 November 2025**

**Public access to employment tribunal decisions**

Judgments (apart from judgments under rule 52) and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.