



EMPLOYMENT TRIBUNALS

Applicant: The Sheffield College

Respondent: Black Letter Law Ltd

Before: Employment Judge JM Wade

Heard: In Leeds by CVP

On: 27 November 2025

Appearances

For the applicant: Mr Wilson, solicitor

For the respondent: Mr N Egan-Ronayne, representative

JUDGMENT

The respondent's application for a wasted costs order is refused.

JM Wade

27 November 2025

All judgments (apart from those under rule 52) and any written reasons for the judgments, are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents. Reasons for the decisions above having been provided orally to the parties, written reasons shall only be provided if a request for written reasons is received within fourteen days of these Orders being sent or if ordered by the Employment Appeal Tribunal.

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 is likely to be payable in most but not all circumstances. 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/>