



EMPLOYMENT TRIBUNALS

Claimant: Mrs Iwobi

Respondent: City of London Academies Trust

Heard at: London South (hybrid) **On:** 24- 28 November 2025

Before: Employment Judge Hart, Ms Mitchell and Ms Cook

Representation:

For the claimant: Litigant in person

For the respondent: Ms Quigley (counsel)

JUDGMENT

The unanimous Judgment of the Tribunal is that:

1. The complaints of detriment on the grounds of making a protected disclosure are not well-founded and are dismissed.
2. The complaint of automatic unfair dismissal for making a protected disclosure is not well-founded and is dismissed.
3. The complaints of direct race discrimination are not well-founded and are dismissed.
4. The complaints of direct age discrimination are not well-founded and are dismissed.

5. The complaints of harassment related to race are not well-founded and are dismissed.
6. The complaints of harassment related to age are not well-founded and are dismissed.
7. The complaints of victimisation not well-founded and are dismissed.

This judgment has been approved by:
Employment Judge **HART**

Date: **28 November 2025**

JUDGMENT SENT TO PARTIES
8 December 2025

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FOR THE TRIBUNAL OFFICE

Note

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/>