



# EMPLOYMENT TRIBUNALS

**Claimant:** Nina Dimitrova Nikolaeva

**Respondent:** Somerset NHS Foundation Trust

**Heard at:** Exeter Employment Tribunal

**On:** 14, 15, 16, and 22 January 2026 (days 1 to 3 in person, day 4 by CVP)

**Before:** Employment Judge Volkmer

**Representation**

Claimant: in person

Respondent: Ms O'Halloran, counsel

## JUDGMENT

1. The direct race and religion discrimination complaint at 2.2.5 and the victimisation complaint at 3.2.1 of the List of Issues were not presented within the applicable time limit. It is not just and equitable to extend the time limit. These complaints are therefore dismissed for want of jurisdiction.
2. The direct race and religion discrimination complaints at 2.2.1, 2.2.2, 2.2.3 and 2.2.4 of the List of Issues are not well founded and are dismissed.
3. The victimisation complaint at 3.2.2 of the List of Issues is not well founded and is dismissed.

**Approved by**  
**Employment Judge Volkmer**  
**22 January 2026**  
Judgment sent to parties on:  
11 February 2026  
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.

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**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/>