



EMPLOYMENT TRIBUNALS

Claimant: Dr Ayodeji Talabi

Respondent: Ministry of Defence

Heard at: Watford (by video)

On: 12th January 2026

Before: Employment Judge Cline (sitting alone)

Representation

Claimant: Mr Archie Effiong (employment law specialist)

Respondent: Mr Julian Allsop (counsel)

JUDGMENT

- 1) The Claimant's claim for direct race and / or sex discrimination in respect of his appointment in March 2008 as Deputy President of the RAF Medical Board in the rank of Squadron Leader rather than Wing Commander is dismissed upon withdrawal.
- 2) The Claimant's claim for harassment related to race in respect of comments made by Wing Commander Catherine Wilkinson on 28th November 2022 is dismissed upon withdrawal.
- 3) The Claimant's claim for direct race and / or sex discrimination in respect of being informed in November 2000 that his time promotion to Squadron Leader had been postponed is struck out pursuant to Rule 38(1)(a) of the Employment Tribunal Procedure Rules 2024 because it has no reasonable prospect of success.

Employment Judge Cline

Date 12th January 2026

JUDGMENT SENT TO THE PARTIES ON
23 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.

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. 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. You can access the Direction and the accompanying Guidance here: <https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>