



EMPLOYMENT TRIBUNALS

Claimant: Mr Nicholas Britton

Respondent: 1Life Management Solutions Ltd

Heard at: London South (in public; hybrid)

On: 27-30 January 2026 (in chambers part of 28 and all day 29 January)

Before: Employment Judge Tsamados
Non-Legal Members:
Ms S Khawaja
Mr G Anderson

Representation

Claimant: in person

Respondent: Mr J Middleton, Solicitor

JUDGMENT

The unanimous Judgment of the Employment Tribunal is as follows:

The Claimant's complaints of direct race discrimination and unfair dismissal are not well-founded. The claim is dismissed.

Employment Judge Tsamados
Date: 30 January 2026

Sent to the parties on:
Date: 28 February 2026

Note

Written reasons will not be provided unless 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/>