



EMPLOYMENT TRIBUNALS

Claimant: Mr M. Tint

Respondent: UK Research and Innovation

Heard at: **On:** 16,17,18,19,20 February 2026
24 and 25 March 2026 (in chambers)
26 March 2026

Before: Employment Judge S. Matthews
Mrs. J. Buck
Mr. L. Hoey

Representation

Claimant: Ms. T. Mustafa and Mr. N. Anozie (law students)
Respondent: Mr. A. Tinnion (counsel)

JUDGMENT

The unanimous judgment of the tribunal is:

1. The complaint of unfair dismissal is not well-founded. The claimant was not unfairly dismissed.
2. The complaint of direct age discrimination is not well-founded and is dismissed.
3. The complaint of direct race discrimination is not well-founded and is dismissed.
4. The complaint of harassment related to race is not well-founded and is dismissed.

Approved by:

Employment Judge S. Matthews

26 March 2026

JUDGMENT SENT TO THE PARTIES
ON

8 May 2026.....

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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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) 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.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/