



EMPLOYMENT TRIBUNALS

Claimant: Dr P Lee

Respondent: The University of Birmingham

COSTS HEARING

Heard at: Birmingham

On: 27 May 2026

Before: Employment Judge Camp, Mr J Reeves, Ms S Campbell

Appearances

For the Claimant: in person

For the Respondent: Mr D Bayne, counsel

JUDGMENT

1. The whole claim had no reasonable prospects of success and it would be fair and just to order the Claimant to pay the Respondent's reasonable costs of the proceedings from 2 February 2024 to the conclusion of the final hearing, limited to £20,000 maximum.
2. Summary reasons for the judgment in paragraph 1 above were given orally at the hearing. Written summary reasons will not be provided unless requested by any party at the hearing or by a written request received by the Tribunal within 14 days of the sending of the written record of the decision.
3. The Respondent's reasonable costs of the proceedings from 2 February 2024 to the conclusion of the final hearing exceed £20,000 and the Claimant must pay the Respondent **£20,000** towards those costs by **4 pm on 10 June 2026**.
4. Full reasons for the judgment in paragraph 3 above were given orally at the hearing. Written full reasons will not be provided unless requested by any party at the hearing or by a written request received by the Tribunal within 14 days of the sending of the written record of the decision.

Case Number: 1302171/2022

Employment Judge Camp

Approved on 28 May 2026