



EMPLOYMENT TRIBUNALS

Claimant: Mr M Middleton

Respondent: HCM Electrical Limited

Heard at: Nottingham (in public, hybrid) **On:** 29 and 30 June 2026
and 1 July 2026

Before: Employment Judge Quickfall
With non-legal members:
Mr A Beveridge
Mr M Alibhai

Representation

Claimant: Mr J Lewis-Bale, counsel
Respondent: Mr K Zaman, counsel

JUDGMENT

The unanimous judgment of the Employment Tribunal is as follows:

1. The complaint of direct age discrimination contrary to section 13 of the Equality Act 2010 is well-founded and succeeds.

Approved by:

Employment Judge Quickfall

Date: 13 July 2026

JUDGMENT SENT TO THE PARTIES ON

.....14 August 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 52) 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/