



EMPLOYMENT TRIBUNALS

Claimant: Mr I Ofaha

1st Respondent: The Health and Care Professions Council

JUDGMENT

Having heard from the parties at the public preliminary hearing on 7 April 2026, the following judgment is made:

- (1) The Tribunal does not have jurisdiction to hear the discrimination allegations numbered 1.1 to 1.5 inclusive and 1.7 to 1.11 inclusive of discrimination contained within the List of Issues and contained within the Annex to the Note of Preliminary Hearing 5 August 2025 of Judge Allen. Consequently, these complaints are dismissed.
- (2) However, the remaining discrimination allegations 1.6 and 1.12 are unaffected by this judgment and can proceed to the final hearing on 1 and 2 February 2027 for determination.

Approved by:

Employment Judge Johnson

7 April 2026

SENT TO THE PARTIES ON
27 May 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.

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/>