



EMPLOYMENT TRIBUNALS

Claimant: Professor Lowry

Respondent: University of Kent

Heard at: London South (in public (hybrid)) **On:** 27 August 2026

Before: Employment Judge Hart

Representation:

For the Claimant: Litigant in Person

For the Respondent: Mr Mitchell (counsel)

Observing: Mrs Lowry (for the Claimant)
Mr Smith (Employer Relations for the Respondent)

JUDGMENT

The Judgment of the Tribunal is that:

1. The Claimant's application to strike out the entirety of the Respondent's defence on the grounds of (a) unreasonable conduct of the Respondent and/ or (b) that the response had no reasonable prospect of success was REFUSED.
2. The Respondent's application to strike out the Claimant's claims for whistleblowing detriment, dismissal and victimisation on the grounds of non-compliance with tribunal orders was GRANTED in relation to the remaining whistleblowing and victimisation detriments 1-52 (under phase 1, 2a 2b and 3).
3. The Respondent's application to strike out the Claimant's claims for whistleblowing detriment, dismissal and victimisation on the grounds of non-compliance with tribunal orders was REFUSED in relation to the remaining whistleblowing and victimisation detriments 53-119 (under phases, 4, 5, 6, 7 and 8).
4. The Respondent's application to strike out the Claimant's claims for whistleblowing detriment and victimisation on the grounds that claims preceding 30 May 2024 had no reasonable prospect of successfully being found to have been brought in time and / or for a deposit order on the grounds that they had little prospect of successfully being found to have been brought in time was REFUSED.

This judgment has been approved by:
Employment Judge Hart
Date: 11 September 2026

Sent to the parties on:
Date: 18 September 2026

Note

Summary reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request for either summary reasons or full reasons 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 the claimant requests written summary reasons then the Tribunal may, if it considers it appropriate to do so, provide written full reasons.

Public access to employment tribunal decisions

Judgments and written full 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/>