Case Number: 6005826/2024

EMPLOYMENT TRIBUNALS

Claimant: **Mr Robert Hovell**

Respondent: **Svella Connect Limited**

Heard at: Nottingham ET **On:** 28, 29, 30 September 2026

Before: Employment Judge Ost
Ms F French
Mr C Tansley

Representation
Claimant: in person
Respondent: Mr Mohammed (Solicitor)

JUDGMENT

After consideration of the evidence provided and hearing from the parties the unanimous judgment of the Tribunal is as follows:

1. The complaint of unfair dismissal is well-founded and succeeds. The Claimant was unfairly dismissed.

2. The complaint of being subjected to detriment for making protected disclosures (in respect only of being told that if he didn't go quietly he would be dismissed) is well-founded and succeeds.

3. The complaint of direct age discrimination is not well-founded and is dismissed.

4. A separate remedy hearing to address the successful claims will take place on 18 December 2026.

Approved by:

Employment Judge Ost

21 October 2026

JUDGMENT SENT TO THE PARTIES ON

.....08 November 2026.....

.....Farhan Sheikh.....

FOR THE TRIBUNAL OFFICE

Notes

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/