



EMPLOYMENT TRIBUNALS

Claimant: Mr N Hughes

Respondent: TEC Partnership t/a The Grimsby Institute for Further & Higher Education

FINAL HEARING

Heard at: Nottingham, in public, partly via CVP

On: 9 to 13 January 2023

Before: Employment Judge Camp

Members: Mr KP Chester
Mr D Green

Appearances

For the claimant: in person

For the respondent: Mrs K Hindmarch, solicitor

JUDGMENT

- (1) The claimant's application for permission to amend to add a complaint of direct sex orientation discrimination about comments relating to students allegedly made by his line manager is withdrawn.
- (2) Permission to amend to add a complaint of age discrimination and/or harassment about the claimant allegedly being singled out by his line manager during a Teams meeting in or around July 2020 is refused.
- (3) The following complaints are by consent dismissed upon withdrawal pursuant to rules 51 and 52: the parts of the claims numbered 2, 13 and 24 in the list of issues used at this hearing in which the respondent's Vice-Principal was the alleged discriminator.
- (4) The claimant's complaint that on 1 October 2020 his line manager subjected him to direct sexual orientation by providing a reference on him to a potential new employer succeeds.
- (5) All other complaints fail and are dismissed.
- (6) Reasons were given orally. Written reasons will not be provided unless asked for by a written request presented by any party within 14 days of the sending of the written record of the decision.
- (7) A 1 day remedy hearing will be listed on a date that will be notified to the parties after they have provided their dates of unavailability to the Tribunal.

15 January 2023

Employment Judge Camp