



EMPLOYMENT TRIBUNALS

Claimants: Mr C Rees
Ms R Alamwala
Mr R Nathwani
Ms I Ahmed
Mrs M Birdi

Respondent: Brunel University London

Heard at: Watford by CVP video **On:** 7 & 8 March 2024

Before: Employment Judge R Lewis

Appearances

For the claimants: In person, led by Mr Rees
For the respondent: Mr R Dennis, counsel

JUDGMENT

1. In this Judgment, the 14 Headings of claim set out in the tribunal's Order of 6 November 2023 are referred to as H1, H2 etc.
2. All claims of all claimants within H1 are struck out, as each claimant has failed to show cause to the contrary, in accordance with the Order of 6 November 2023.
3. The applications of all claimants to amend by the addition of any claims within H2 are refused, and all claims of all claimants within H2 are therefore struck out.
4. All claims of all claimants under H3 are struck out in accordance with rule 37, as they have no reasonable prospect of success.
5. Within H5, all claims of any claimants based on words to the effect 'those who came back' are struck out as standalone claims, as there is no reasonable prospect of the claimants showing that in their ordinary and natural meaning the words complained of have any relationship with any protected characteristic or act, and the claims therefore have no reasonable prospect of success.
6. Within H5 all claims of all claimants based on words to the effect of '30 years experience' are struck out as there is no reasonable prospect of the claimants

showing that in their ordinary and natural meaning and in context the words complained of have any relationship with any protected characteristic or act, and the claims therefore have no reasonable prospect of success.

7. The applications of all claimants to amend by the addition of any claims under H6 are refused, and all claims of all claimants within H6 are therefore struck out.
8. All claims of all claimants within H7 are dismissed on withdrawal.
9. All claims of all claimants within H8 are struck out as there is no reasonable prospect of the claimants showing that in their ordinary and natural meaning and in context the words complained of have any relationship with any protected characteristic or act, and the claims therefore have no reasonable prospect of success.
10. All claims of all claimants within H9 are struck out as there is no reasonable prospect of the claimants showing that in their ordinary and natural meaning and in context the words complained of have any relationship with any protected characteristic or act, and the claims therefore have no reasonable prospect of success.
11. Within H11, Ms Ahmed's claim of race discrimination is dismissed on withdrawal.
12. The application of Ms Ahmed to amend H11 by the addition of a claim of religious discrimination is allowed.
13. The application of Ms Ahmed to amend H12 by the addition of a claim of religious discrimination is allowed.
14. All claims of any claimants within H13 are dismissed on withdrawal.
15. All claims of all claimants within H14 are struck out as the tribunal does not have jurisdiction to hear them and accordingly they have no reasonable prospect of success.
16. All other claims of all claimants (within H4, H5 in part, H10, H11 and H12) continue.

Employment Judge R Lewis

Date: 11 March 2024

Sent to the parties on:

.....12/03/2024.....

For the Tribunal Office:

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Note

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.

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/>