



EMPLOYMENT TRIBUNALS

Claimant: Mr C Astin

Respondent: University of Southampton

Heard at: Bristol Employment Tribunal (by video)

On: 29-31 January 2024

Before: Employment Judge Ferguson

Members: Ms R Goddard
Mr L Wakeman

Representation

Claimant: In person

Respondent: Mr R Wayman, counsel

JUDGMENT

It is the unanimous judgment of the Tribunal that:

1. The complaint of being subjected to detriments for making protected disclosures is well-founded and succeeds.
2. The acts to which the complaint relates were to some extent caused or contributed to by actions of the Claimant and it is just and equitable to reduce the compensation awarded to the claimant by 50%.
3. The Respondent shall pay the Claimant the following sums:
 - a. Compensation for financial losses: **£3,569.04**;
 - b. Compensation for injury to feelings: **£2,172**.

Employment Judge Ferguson
Date: 31 January 2024

Judgment sent to the Parties on 07 February 2024

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/>