



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr S Cogan

**Respondent:** Sir Robert Pattinson Academy

## JUDGMENT

The claimant's application dated 26 March 2021 for reconsideration of the judgment sent to the parties on **12 March 2021** is refused.

## REASONS

1. There is no reasonable prospect of the original decision being varied or revoked for the following reasons.
2. The claimant was at all times represented by Counsel.
3. The claimant's case was clearly pit and he relied, as the protected act, on an email he sent to the respondent on 7 April 2020. I deal with the law in relation to what constitutes a protected act at paragraphs 22 and 23 of my reasons.
4. I deal with my analysis of the email at paragraphs 30 to 34 of my reasons.
5. In the application for reconsideration the claimant is simply asking me to change my mind. All of the medical and other information he refers to in his application was before me at the hearing. My focus was on what the alleged protected act said and meant, not what the claimant thinks it meant or wishes it had said. It also does not follow, as the claimant seems to be asserting, that because he feels he has been 'victimized' I should treat the 7 April email as a protected act. I have not sought to adjudicate on the claimant's treatment by the respondent, it was not relevant to my decision. As I have said, my focus was, of necessity, on whether the 7 April email met the requirements of a 'protected act'; It clearly did not form the reasons set out in my judgment.
6. For those reasons, reconsideration is not in the interests of justice and the application is refused.

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Employment Judge Brewer

Date: 6 April 2021

JUDGMENT SENT TO THE PARTIES ON

6 April 2021

FOR THE TRIBUNAL OFFICE