



EMPLOYMENT TRIBUNALS

Claimant: Mr Senol Asaf
Respondent: London Borough of Islington

Heard at: London Central

On: 27th 28th 29th & 30th November 2023 (by CVP)
30th November, 1st 4th 5th December 2023 (in Chambers by CVP)
7th December 2023 (Oral Judgment by CVP)

Before: Employment Judge Gidney,
Mr Ian Allwright
Mr Terry Cook

Appearances

For the Claimant: Mr Asaf, acting in person.
For the Respondents: Mr Simon Harding, Counsel

JUDGMENT

The Judgment of the Tribunal is that:

1. The claim of automatic unfair dismissal for making a public interest disclosure pursuant to s103A Employment Rights Act 1996 is dismissed;
2. The claim of ordinary unfair dismissal pursuant to s98(4) of the Employment Rights Act 1996 is dismissed.
3. The claim of detriments for making protected disclosures pursuant to s47B

Employment Rights Act 1996 is dismissed.

4. The claim of direct age discrimination pursuant to s5 and s13 Equality Act 2010 is dismissed.
5. The claim of unlawful deduction of pay, pursuant to s13 Employment Rights Act 1996 is dismissed.

Employment Judge Gidney

7th December 2023

JUDGMENT SENT TO THE PARTIES ON

.07/12/2023

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/>