



EMPLOYMENT TRIBUNALS

Claimant: Mr A Hussain

Respondent: Home Office

JUDGMENT

The claimant's application dated 14 December 2023 for reconsideration of the Judgment sent to the parties on 8 December 2023 is refused.

REASONS

There is no reasonable prospect of the original decision being varied or revoked. A reconsideration is not necessary in the interests of justice. The claimant is essentially seeking a further opportunity to advance the arguments he has advanced already.

The documentation the claimant is asking the tribunal to consider was either before it and considered at the original hearing or could reasonably have been.

The tribunal was fully aware and took full account of the claimant's accepted impairments. Its acceptance that the claimant was disadvantaged did not, however, lead the tribunal to conclude that the adjustments sought by the claimant were reasonable. The claimant requesting a particular adjustment does not in itself make that adjustment reasonable.

The tribunal took into account the Home Office guidance on reasonable adjustments. Whether an adjustment is reasonable or not is a question for the tribunal. A conclusion reached internally that an adjustment ought to be made at any particular point is not determinative.

The claimant appears now to be asserting acts of harassment and/or victimisation

which were not part of his pleaded case or necessarily known by him when he brought these proceedings.

The tribunal did take care to consider the claimant's impairments in evaluating the reliability of his evidence.

Employment Judge Maidment

Date: 3 January 2024