



EMPLOYMENT TRIBUNALS

Claimant: Ms L Arafat

Respondent: Strike Limited

JUDGMENT

The claimant's application dated 23 February 2024 for reconsideration of the Judgment sent to the parties on 9 February 2024 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 she has advanced already.

The evidence the claimant is asking the tribunal to consider was before it and considered at the original hearing.

The role of Ms Willsmore in passing documents to Mr Mellonie was explored in evidence. What was not put to her was that she had deliberately engineered a situation where Mr Mellonie was deprived of full and material information about the claimant's forwarding of emails. In any event, the tribunal did not conclude that there had been a deliberate withholding of the fact that the claimant had sent the previously forwarded emails to Mr Mitchell. Also, Ms Willsmore was not found to have been influenced by the claimant having made a protected disclosure. Mr Mellonie made his own independent evaluation of what the claimant had done and without knowledge of the protected disclosures. The claimant refers to the antipathy towards her of a number of people within the respondent who had no involvement or influence on the decision to terminate her employment. Again, such evidence was before the tribunal at the final hearing.

Employment Judge Maidment

Date: 4 April 2024

JUDGMENT SENT TO THE PARTIES ON

Date:

FOR THE TRIBUNAL OFFICE