



EMPLOYMENT TRIBUNALS

Claimant: Mr A Ghumman

Respondent: Cognita Schools Limited

Heard at: Reading **On:** 4-6 June 2024

Before: Employment Judge Anstis
Mr P Hough
Mr J Appleton

Representation

Claimant: In person

Respondent: Mr J Crozier (counsel)

JUDGMENT

1. The claimant's claims are dismissed.
2. The respondent's application for costs is dismissed.

Employment Judge Anstis

Date: 6 June 2024

JUDGMENT SENT TO THE PARTIES ON

15 July 2024

.....
J Moossavi

.....
FOR THE TRIBUNAL OFFICE

Case No: 3306792/2021
3313859/2021
3322510/2021

Notes

In the case of para 1 reasons for the judgment were given orally, and in the case of para 2 on hearing our decision the parties indicated that they did not require oral reasons. In either case, written reasons will not be provided unless a request was made by either party at the hearing (which it was not) 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/>