EMPLOYMENT TRIBUNALS

Claimant: Ms K Adedeji

Respondent: MacIntyre Academies

JUDGMENT

The claimant's application for reconsideration dated 8 and 19 May 2025 is refused.

REASONS

1. Some of the correspondence sent by the claimant was sent outside the time limit for an application for reconsideration. I have nonetheless considered the claimant's application, bearing in mind the difficulties presented by her visual impairment.

2. There is no reasonable prospect of the original decision being varied or revoked, because, insofar as I have understood her application, it appears that the claimant essentially seeks to reargue matters on which the Tribunal heard detailed submissions at the hearing and made findings based on the evidence in front of it. It is not in the interests of justice for those matters to be relitigated. Insofar as the claimant has suggested that there were procedural mishaps, I cannot see that such mishaps occurred.

3. My understanding of the claimant's application dated 8 May 2025 is that she says that:

    a. I erred in my construction of Employment Judge Adkin's case management orders of 9 December 2024 and the list of issues contained in those orders. I believe that she is saying I should have allowed changes to that list of issues, in part because she had applied for a reconsideration of EJ Adkin's orders. I cannot see any such application on the Tribunal file;
    b. I erred in addressing only the issues which I did because Employment Judge Adkin had wrongly struck out some of the claimant's claims.

4. The claimant otherwise refers to her appeal against the decision on her application for interim relief. I have not been able to understand what relevance she is saying this appeal has to her application for reconsideration of my Judgment.

5. The claimant has also set out a list of proposed adjustments for a written submissions process. This does not appear to be a list previously provided to me and it does not appear to be relevant to the claimant's application for reconsideration of my Judgment. It may be that it is submitted in support of an extension of time to submit the application for reconsideration, which extension I have allowed.

6. So far as the list of issues is concerned, my practice is to identify with the parties at the outset of a hearing whether there is any change to the existing list. The early parts of the hearing were taken up with trying to make sure that documents which the claimant wished me to look at were available rather than with a challenge to the list of issues drawn up by Employment Judge Adkin. I have not noted any challenge by the claimant to the list of issues and it would not have been permissible for me to go behind Employment Judge Adkin's decision on strike out some of the claims.

7. My understanding of the claimant's application sent on 19 May 2025 is that she says that I erred:
   a. in my description of her original role with the respondent and its commencement date;
   b. in not finding that a risk assessment for her had been suppressed by the respondent and/or that the version of the risk assessment provided by the respondent was a forgery;
   c. by not looking at visually enhanced documents from her bundle.

8. It was not relevant to the matters I had to decide that the claimant may have had an earlier period of employment with the respondent.

9. I reached conclusions about the claimant's risk assessment based on evidence and submissions from the parties and it would not be in the interests of justice to allow that matter to be relitigated.

10. I had regard to documents in the claimant's bundle / documents otherwise produced by the claimant to which she directed my attention. There were difficulties presented by the fact that these documents emerged piecemeal and were often sent several times but I allowed the claimant to produce documents throughout the hearing. The fact that documents had been enlarged / enhanced did not stop me from considering them.

3   Employment Judge Joffe

5 June 2025

Sent to the parties on:

12 June 2025

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For the Tribunal Office:

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