



# EMPLOYMENT TRIBUNALS

**Claimant:** Christoper Haile  
**Respondent:** Educopod Limited

## JUDGMENT

The claimant's application dated 6 March 2025 reconsideration of the judgment sent to the parties on 20 February 2025 is refused because there is no reasonable prospect of the original decision being varied or revoked.

## REASONS

1. Rule 68 of the Employment Tribunal Procedure Rules 2024 (the ET Rules) permits the tribunal to reconsider a judgement where it is necessary in the interests of justice to do so.
2. Rule 69 of the ET Rules states that, except where it is made in the course of a hearing, an application for reconsideration must be made in writing setting out why reconsideration is necessary and must be sent to the Tribunal within 14 days of the later of—
  - (a) the date on which the written record of the judgment sought to be reconsidered was sent to the parties, or
  - (b) the date that the written reasons were sent, if these were sent separately.
3. Rule 70 of the ET Rules states that:
  - “(1) The Tribunal must consider any application made under rule 69 (application for reconsideration).
  - (2) If the Tribunal considers that there is no reasonable prospect of the judgment being varied or revoked (including, unless there are special reasons, where substantially the same application has already been made and refused), the application must be refused and the Tribunal must inform the parties of the refusal.
4. Mr Haille submitted a lengthy application for reconsideration on 6 March 2025. His application was 49 pages long. A response to that was received from the respondent on 18 March 2025. These documents were sent to me on 9 April

2025. There was some delay because the tribunal office was unable to open Mr Haille's email attachment and asked him to resend it, which he promptly did.

5. Mr Haille's central submission is that my decision created injustice in his case and is an example of a systemic failure in employment law generally. Mr Haille says at paragraph 230 and 231 of his application that he believes I applied the legal tests in good faith, but that the tests must evolve to avoid injustice in respect of start-up companies.
6. The role of the Employment Tribunal is to apply the law to the facts of the case. The tribunal does not have the power to change the interpretation of the law. That is the function of the Employment Appeal Tribunal.
7. I am satisfied that I applied the relevant law correctly in this case and that there was no procedural unfairness. No new evidence has come to light since the hearing. The issues were fully aired and argued during the hearing by both parties.
8. Any asserted error of law should be the subject of an application to appeal to the Employment Appeal Tribunal.

Date: 13 June 2025

Approved by

Employment Judge Freshwater

JUDGMENT SENT TO THE PARTIES ON

17/06/2025

FOR THE TRIBUNAL OFFICE