



EMPLOYMENT TRIBUNALS

Claimant

Mr S Alsulahat

v

Respondent

Harlington School

Heard at: Watford, in person

On: 1 September 2025

Before: Employment Judge Hyams, sitting alone

Appearances:

For the claimant:

In person

For the respondent:

Mr Steven Gittins, of counsel

JUDGMENT

1. The claim of a breach of the right to be accompanied afforded by section 10 of the Employment Relations Act 1999 does not succeed and is dismissed.
2. The claim for unpaid wages in the form of holiday pay, made under section 23 of the Employment Rights Act 1996 ("ERA 1996"), does not succeed and is dismissed.
3. The claim under section 23 of the ERA 1996 for unpaid lunchtime duty payments succeeds in that the claimant is owed 5 lunchtime payments of £15 each gross, i.e. in total £75 before the deduction of income tax.
4. The claim under section 23 of the ERA 1996 for 6 hours of overtime payments succeeds. The claimant is owed £137.16 gross in that regard.

Approved by Employment Judge Hyams

Date: 1 September 2025

Sent to the parties on:

17 September 2025

.....
For Secretary of the Tribunals

Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing 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.