



EMPLOYMENT TRIBUNALS

Claimant: Mr T Ragab

Respondent: LHR Airports Ltd

Heard at: Reading by video

On: 8 September 2025

Before: Employment Judge Kight

Representation

Claimant: In person

Respondent: Mr J Crofts, Solicitor

JUDGMENT

1. The claim of wrongful dismissal was not presented within the applicable time limit, but it was not reasonably practicable to do so. The claim of wrongful dismissal was presented within a further reasonable period. The claim of wrongful dismissal will therefore proceed.
2. The claim of victimisation was not presented within the applicable time limit, but it is just and equitable to extend the time limit. The claim of victimisation will therefore proceed.

Approved

Employment Judge **Kight**
8 September 2025

JUDGMENT SENT TO THE PARTIES ON

...22....September 2025.....

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FOR THE TRIBUNAL OFFICE

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.

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/>