



EMPLOYMENT TRIBUNALS

Claimant: Mr I Rauf

Respondent: All Saints Academy

Heard at: Watford Tribunal (by CVP)

On: 15 October 2025

Before: Employment Judge Cowen

Representation: **Claimant**
Respondent

Mr Rauf (In person)
Mr Wilford (paralegal)

JUDGMENT

For the reasons given in an oral judgment;

- 1 The Claimant's claims for discrimination on grounds of religion and breach of contract are dismissed, as they were issued out of time.

Approved by:

Employment Judge Cowen

15 October 2025

JUDGMENT SENT TO THE PARTIES ON

29 October 2025

FOR THE TRIBUNAL OFFICE