



# EMPLOYMENT TRIBUNALS

**Claimant:** Diana Taylor

**Respondent:** Achieve Together Limited

## JUDGMENT

The claimant's application dated 29 October 2025 for reconsideration of the judgment sent to the parties on 27 October 2025 is refused.

## REASONS

1. By Rule 68 of the Employment Tribunal's Rules of Procedure 2024, the Employment Tribunal may, either on its own initiative or on the application of a party, reconsider any judgment where it is necessary in the interests of justice to do so. On reconsideration, the judgment may be confirmed, varied or revoked.
2. The judgment will only be reconsidered where it is necessary in the interests of justice to do so. This allows the Employment Tribunal a broad discretion, which must be exercised judicially. This means having regard not only to the interests of the party seeking the reconsideration but also the interests of the other party to the litigation and to the public interest requirement that there should, so far as possible, be finality of litigation. Reconsiderations are therefore best seen as limited exceptions to the general rule that employment tribunal decisions should not be reopened and relitigated.
3. In Liddington v. 2Gether NHS Foundation Trust EAT/0002/16 Mrs Justice Simler (as she then was), the President of the Employment Appeal Tribunal, held that:

‘... a request for reconsideration is not an opportunity for a party to seek to re-litigate matters that have already been litigated, or to reargue matters in a different way or by adopting points previously omitted. There is an underlying public policy principle in all judicial proceedings that there should be finality in litigation, and reconsideration applications are a limited exception to that rule. They are not a means by which to have a second bite at the cherry, nor are they intended to provide parties with the opportunity of a rehearing at which the

same evidence and the same arguments can be rehearsed but with different emphasis or additional evidence that was previously available being tendered.'

4. This application is an example of that sort of request. It largely relies on arguments that were made at the hearing and which were considered. The judgment sets out the facts and conclusions relevant to the issues in this case. There are no material omissions and there is nothing in the reconsideration application, which would change the outcome of the hearing.
5. In those circumstances, and taking account of the overriding objective of dealing with cases justly and fairly, I conclude that it is not necessary in the interests of justice to reconsider the original judgment as there is no reasonable prospect of it being varied or revoked.

*Elizabeth C Ord*

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Employment Judge Liz Ord

Date 11 November 2025

JUDGMENT SENT TO THE PARTIES ON  
12 November 2025

FOR THE TRIBUNAL OFFICE

P Wing