



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr M Saada

**Respondent:** Square Leisure and Entertainment Limited

**Heard at:** Reading (in person) **On:** 27 November 2025

**Before:** Employment Judge Hawksworth

**Appearances**

For the claimant: no attendance or representation

For the respondent: Ms J Majithia (counsel)

## JUDGMENT

1. The claimant failed to comply with the requirements of section 18A of the Employment Tribunals Act 1996 to notify Acas and obtain an early conciliation certificate before presenting his employment tribunal claim.
2. The claim is dismissed in full under rule 28 of the Employment Tribunal Procedure Rules 2024 because the tribunal has no jurisdiction to consider the claim.
3. Alternatively, the full claim is struck out under rule 38 on the ground that it has no reasonable prospect of success and/or for non-compliance with the Employment Tribunal Procedure Rules 2024.

**Approved by:**  
**Employment Judge Hawksworth**

Date: 27 November 2025

Sent to the parties on:  
31 December 2025

For the Tribunal Office

**Note:**

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:**

All judgments and written reasons for the judgments are published in full online, shortly after a copy has been sent to the claimant(s) and respondent(s) in the case, at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions)

**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 is likely to be payable in most but not all circumstances. 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/>