



EMPLOYMENT TRIBUNALS

Claimant: Mr Michael-James Thorne

Respondent: Home office

Heard: by CVP in London South On: 19th December 2025

Before: Employment Judge Codd

Appearances

For the Claimant: a litigant in person

For the Respondent: Mr Lemer (Counsel)

JUDGMENT

Decision

1. The complaint issued under Section 80H of the Employment Rights Act 1996 is well founded and succeeds.

Remedy: - Declarations

2. The respondent failed to respond to the claimant's request for flexible working issued on the 15th March 2022 within the statutory 3 month time period and failed to deal with the request reasonably.

Remedy - Compensation

3. The respondent must pay to the claimant the sum of £1266.92 by way of compensation for the breach.

Employment Judge Codd

19 December 2025

Note

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 52) 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.