



EMPLOYMENT TRIBUNALS

Claimant: Ms S Patel

Respondent: IHSS Limited

Heard at: Watford Employment Tribunal (In Public; In Person)

On: 18 December 2025

Before: Employment Judge Quill (Sitting Alone)

Appearances

For the Claimant: In Person
For the respondent: Ms J Duane, counsel

JUDGMENT

1. None of the claims are struck out.

Approved by:

Employment Judge Quill

Date: 19 December 2025

JUDGMENT SENT TO THE PARTIES ON
4 February 2026

.....
.....
FOR THE TRIBUNAL OFFICE

Public access to employment tribunal decisions

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. If there are written reasons for the judgment, they are also published. Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording. You will be required to pay the charges authorised by any scheme in force unless provision of a transcript at public expense has been approved.

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/>