



EMPLOYMENT TRIBUNALS

Claimant: Ms S Shaheen

Respondent: Home Office

JUDGMENT

The claimant's application dated **23 March 2026** for reconsideration of the judgment sent to the parties on **24 September 2025** is refused.

REASONS

1. By an application made on the 26 March 2026 the claimant seeks to make an application for a reconsideration of a judgment sent to the parties on 24 September 2025. Rule 69 of the Employment Tribunal Procedure Rules 2024 provides that an application for reconsideration must be made in writing setting out why reconsideration is necessary and must be sent to the Tribunal no later than 14 days of the date on which the written full reasons were sent to the parties.
2. The claimant points out that on 12 January 2026 she received documents following a Subject Access Request that include emails from October 2024 that were in the respondent's possession but were withheld during the disclosure process.
3. The claimant's claim forms were presented on 23 June 2023 and 11 December 2023.
4. The list of issues was agreed on 14 April 2025 and set out that the any alleged acts of discrimination occurring prior to 5 March 2024 are therefore principally out of time.
5. The new documents relied upon by the claimant were created after both claims were presented. The parties were required to disclose documents by the 16 May 2024, while the new documents did not exist on that date the duty of disclosure continues until the proceedings are concluded.

6. While the documents themselves have not been reproduced by the claimant the claimant states that the documents provide
- “clear evidence that
- **Dishonesty:** The Respondent’s oral testimony during the April and May 2025 hearings was misleading and factually incorrect.
 - **Predetermination:** The emails prove a predetermined decision was made to remove me from my Home Office role prior to any formal process.
 - **Bad Faith and Victimisation:** The Respondent deliberately blocked the implementation of my successful grievance appeal and misused the internal mobility policy on 6 November 2024 as a retaliatory measure to manage me out of my permanent role of 7 years.”
7. The information provided by the claimant does not show a basis for a reconsideration beyond the claimant’s assertion. It is not clear to me that a reconsideration is necessary in the interests of justice on the information provided there no reasonable prospect of the Judgment being varied or revoked.

Approved by:

Employment Judge Gumbiti-Zimuto

Date: 21 April 2026

JUDGMENT SENT TO THE PARTIES ON
22 April 2026

FOR THE TRIBUNAL OFFICE