



EMPLOYMENT TRIBUNALS

Heard at Croydon (by video) **On** 18 May 2026

Claimant Mr Benham Shoaie

Respondent Enigma Security Solutions Limited

Before Employment Judge Eoin Fowell

Appearances

Claimant In Person

Respondent Nicholas Clarke of counsel, instructed by Sherrards Solicitors LLP

JUDGMENT ON A PRELIMINARY ISSUE

The application for interim relief is dismissed.

Employment Judge Eoin Fowell

Date 18 May 2026

Notes

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

Judgments 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.

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 may be payable. 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/>