



EMPLOYMENT TRIBUNALS

Claimant: Mr Tanawar Malik

Respondent: Home Office

Heard at: Watford Employment Tribunal
On: 23-27 March 2026 & 12 June 2026

Before: Employment Judge Young
Non Legal Members: Mr D Bean
Ms M Harris

Representation
Claimant: Litigant in Person
Respondent: Mrs Kara Loraine (Counsel)

JUDGMENT

It is the unanimous decision of the Employment Tribunal:

The Claimant's claims are not well founded and are dismissed

Approved by:

Employment Judge Young

12 June 2026

JUDGMENT SENT TO THE PARTIES ON
15 July 2026

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FOR THE TRIBUNAL OFFICE

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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/