



EMPLOYMENT TRIBUNALS

Claimant: Mr K Edouard-Payne

Respondent: HM Prison & Probation Service

Heard at: Watford Employment Tribunal

On: 27 July 2026

Before: Employment Judge Arullendran

REPRESENTATION:

Claimant: In person

Respondent: No attendance

JUDGMENT

The Judgment of the Employment Tribunal is as follows:

1. The claimant's claim of unfair dismissal is not well-founded and is dismissed.
2. The claimant's claim of automatic unfair dismissal is not well founded and is dismissed.
3. The claimant's claim of direct sex discrimination is not well-founded and is dismissed.
4. The claimant's claim of direct race discrimination is not well-founded and is dismissed.
5. The claimant's claim of disability discrimination is not well-founded and is dismissed.
6. The claimant's claim of refusal to allow accompaniment at a disciplinary hearing is not well founded and is dismissed.
7. The Tribunal does not have jurisdiction to hear a claim in respect of property and that claim is dismissed.

Approved by:

Employment Judge Arullendran

27 July 2026

Judgment sent to the parties on:

3 September 2026

For the Tribunal:

Notes

Summary reasons for the judgment having been given orally at the hearing, full or summary 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 full written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any full 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 at www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/