



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss Y Akhtar

**Respondent:** Home Help Solihull Limited, trading as Caremark Solihull

## PRELIMINARY HEARING

**Heard at:** Midlands (West) (in public, by CVP)

**On:** 10 March 2021

**Before:** Employment Judge Camp

### Appearances

For the claimant: Mr J Tinston, solicitor

For the respondent: Miss G Boorer, counsel

## JUDGMENT

- (1) The claimant has permission to rely on further particulars of claim dated 11 December 2020 and to amend her claim such that it consists of the following two complaints:
  - a. harassment related to the religion of Islam on 1 January 2020, as set out in the further particulars of claim;
  - b. indirect religious (anti-Islamic) discrimination based on a provision, criterion or practice of requiring staff not to wear a headscarf or other head covering when visiting certain service users, alternatively a particular service user.
- (2) It is just and equitable, in accordance with section 123 of the Equality Act 2010, to extend time so as to allow the claimant to bring both complaints.

Employment Judge Camp  
11 March 2021