



EMPLOYMENT TRIBUNALS

Claimant: Mr M Islam

Respondent: Leigh Trust

Heard at: Birmingham (by CVP)

On: 6, 7, 8, 9, 10, (in chambers) 13 November 2023 & 11 January 2024

Before: Employment Judge Flood
Mrs Hill
Mr Sharma

REPRESENTATION:

Claimant: In person

Respondent: Mr Singh (Solicitor)

JUDGMENT

The judgment of the Tribunal is that the complaints of unfair dismissal (contrary to section 94 Employment Rights Act 1996; direct sex discrimination and direct discrimination on the grounds of religion/belief (contrary to s 13 of the Equality Act 2010) do not succeed and are dismissed.

Employment Judge Flood

11 January 2024

Note

Reasons for the judgment having been given orally at the hearing and a request for written reasons having been made, written reasons will be provided as soon as reasonably practicable.

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/>