



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr T Taruvinga

**Respondent:** Islamia Schools Limited

**Heard at:** Watford

**On:** 12 and 13 November 2019

**Before:** Employment Judge Manley  
Ms C Brodie  
Mr W Dykes

## Representation

Claimant: In person  
Respondent: Mr C Khan, counsel

# JUDGMENT

- 1 The claims for direct religious discrimination fail and are dismissed.
- 2 The claims for religious harassment were presented out of time and it is not just and equitable to extend time to allow them to be heard. Even if they been heard, those claims would have failed. They are dismissed.
- 3 The claim for unpaid wages is dismissed on withdrawal.

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Employment Judge Manley

Date 13<sup>th</sup> November 2019

JUDGMENT SENT TO THE PARTIES ON

29<sup>th</sup> November 2019

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FOR THE TRIBUNAL OFFICE

Note

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.