



sb

EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mr A Elsayed

V

Mohamed Rabie Mohamed Ibrahim Zeineldar
& Others

PRELIMINARY HEARING

Heard at: Central London Employment Tribunal On 18 December 2019

Before: Employment Judge Adkin

Appearances

For the Claimant:

Ms K Yakoob, Friend

For the First Respondent:

n/a

For the Second Respondent:

Mr R Nayar, in person

JUDGMENT

The Judgment of the Tribunal is that the following claims are dismissed upon withdrawal by the Claimant:

1. Claim of unfair dismissal under s.98 of the Employment Rights Act 1996;
2. All claims against Mr Rahul Nayar;
3. Claim of discrimination because of religion or belief under the Equality Act 2010;
4. All protected disclosures claims under the Employment Rights Act 1996.

REASONS

1. At the hearing on 18 December 2019 I discussed the claims with the Claimant and Ms Yakoob, a friend and representative.
2. He accepted that he had insufficient service for a claim of unfair dismissal under s.98 of the Employment Rights Act 1996.
3. It was clarified that the Second Respondent Mr Rahul Nayar was neither the employer nor a discriminator. The Claimant considered that Mr Nayar was a witness to various events in relation to claims against the First Respondent Mr Mohamed Rabie Mohamed Ibrahim Zeineldar.
4. There was no intention to pursue a claim of religion or belief under the Equality Act 2010.
5. It was clarified in respect of protected disclosures that these postdated the alleged detrimental treatment and it followed that causation could not be made out.

Employment Judge Adkin

Dated: 19 Dec 2019

Sent to the parties on:
20/12/2019

.....
For the Tribunal Office