



EMPLOYMENT TRIBUNALS

Claimant: Mrs S Begum (1)

Mrs F Yasmeen (2)

Respondent: Lancashire County Council (1)

Marian Taylor (2)

Ian Watson (3)

HELD AT: Manchester

ON: 9, 10, 11, 12, 13 and
16 January 2023

BEFORE: Employment Judge Johnson

MEMBERS: Ms H Sheard
Mr A Egerton

REPRESENTATION:

Claimant: Mrs Begum (on behalf of both claimants)

Respondent: Mr K Ali (counsel)

JUDGMENT

The judgment of the Tribunal (and in relation to both the first and second claimants), is that:

- (1) The complaint of direct discrimination relating to race (section 13 Equality Act 2010) is not well founded which means it is not successful.
- (2) The complaint of direct discrimination relating to religion or belief (section 13 Equality Act 2010) is not well founded which means it is not successful.
- (3) The complaint of harassment connected with race (section 26 Equality Act 2010) is not well founded which means it is not successful.

**Case Nos: 2402301/2021
2402302/2021
2402320/2021
2402321/2021**

- (4) The complaint of harassment connected with religion/belief (section 26 Equality Act 2010) is not well founded which means it is not successful.
- (5) The complaint of victimisation (section 27 Equality Act 2010) is not well founded which means it is not successful.

Employment Judge Johnson

Date 16 January 2023

JUDGMENT SENT TO THE PARTIES ON
19 January 2023

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.