



EMPLOYMENT TRIBUNALS

Claimant: Ms S Warsame
Respondent: Four Seasons (No 7) Limited
Heard at: Watford Employment Tribunal (In person)
On: 29 to 31 March 2023
Before: Employment Judge Quill; Ms S Boot; Mr P Miller

Appearances

For the claimant: In person
For the respondent: Mr D Piddington, counsel
Interpreter: Mr A Mohamed (Day 1)
Ms Abdi (Days 2 and 3)

JUDGMENT

1. The complaints of harassment related to religion or belief fail and are dismissed.
2. The complaints of direct discrimination because of religion or belief fail and are dismissed.
3. The Claimant did make a protected disclosure, as alleged in paragraph 2.1.1.1 of the list of issues.
4. The complaint of unfair dismissal contrary to section 103A of the Employment Rights Act 1996 is well-founded. The principal reason for the Claimant's dismissal was that she made the protected disclosure, and the dismissal is therefore unfair.

Case Numbers: **3300501/2021 and 3302588/2021**

5. There will be a remedy hearing on 6 July 2023. Orders for that hearing are sent separately.

Employment Judge Quill

Date 3 April 2023

JUDGMENT SENT TO THE PARTIES ON
15 April 2023

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FOR THE TRIBUNAL OFFICE

Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

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