



EMPLOYMENT TRIBUNALS

Claimant: Mr M Shah

Respondent: Department for Work and Pensions

Heard at: Manchester Employment Tribunal

On: 10, 11, 12 and 13 July 2023

Before: Employment Judge M Butler
Ms L Atkinson
Dr H Vahramian

Representation

Claimant: Mr J McCabe (Lay Representative)

Respondent: Mr P Kieth (of Counsel)

JUDGMENT

1. The claim of victimisation is not well founded and is dismissed.
2. The claim of indirect race discrimination is not well founded and is dismissed.
3. The claim of indirect religious belief discrimination is not well founded and is dismissed.

Employment Judge **Mark Butler**

Date_13 July 2023_____

JUDGMENT SENT TO THE PARTIES ON
21 July 2023

FOR THE TRIBUNAL OFFICE

Notes

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.

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.