



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr M Hussain

**Respondent:** The Chief Constable Of Bedfordshire Police

**Heard at:** Watford Employment Tribunal (In public; In person)

**On:** 12, 14, 15, 18, 19 September 2023

**Before:** Employment Judge Quill; Mr C Surrey; Mr A Scott

## Appearances

For the claimant: In Person

For the respondent: Ms V von Wachter, counsel

## JUDGMENT

- (1) All complaints of harassment or discrimination based on the allegations at items (e) and (f) of the list of issues were presented out of time, and they are dismissed because the Tribunal does not have jurisdiction.
- (2) The complaints of harassment related to religion based on the allegations at items (g) to (k) of the list of issues are not well-founded, and they are therefore dismissed.
- (3) The complaints of harassment related to race based on the allegations at items (g) to (k) of the list of issues are not well-founded, and they are therefore dismissed.
- (4) The complaints of discrimination because of religion based on the allegations at items (g) to (k) of the list of issues are not well-founded, and they are therefore dismissed.
- (5) The complaints of discrimination because of race based on the allegations at items (g) to (k) of the list of issues are not well-founded, and they are therefore dismissed.

- (6) Since allegations (a) to (d) were dealt with previously, the overall outcome is that all of the complaints have failed.
  
- (7) At the request of the parties, no decision about whether the Claimant or the Respondent should receive each of the deposits paid by the Claimant is made today, and will be made at a later date.

**Employment Judge Quill**

Date 19 September 2023

JUDGMENT SENT TO THE PARTIES ON  
25 October 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 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](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.