



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs R Ayub

**Respondent:** North Warwickshire Borough Council

**Heard at:** Midlands West

**On:** 4, 5, 6 (in person), 7 (by CVP) December 2023

**Before:** Employment Judge C Knowles  
Dr G Hammersley  
Mr N Forward

## Representation

Claimant: Litigant in person

Respondent: Mr M Shephard, Counsel

# JUDGMENT

The unanimous judgment of the Tribunal is as follows:

1. With the exception of the complaint relating to the termination of the Claimant's assignment on 8 July 2022, the complaints of harassment related to race and direct discrimination because of race were not presented within the applicable time limit. It is just and equitable to extend the time limit such that the Tribunal has jurisdiction to hear them.

However:

2. The complaints of harassment related to race are not well-founded and are dismissed.
3. The complaints of direct race discrimination are not well-founded and are dismissed.

Employment Judge **C Knowles**  
Date 7 December 2023

**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**

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**Recording and Transcription**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>