



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss Hazera Bibi

**Respondent:** CareTech Community Services Limited

**Heard at:** Cambridge Employment Tribunal (hybrid in person and by CVP)

**On:** 25, 26, 29, 30 April and 1, 2, 3 May 2024 (7days)

**Before:** Employment Judge Hutchings  
Tribunal member D. Hart  
Tribunal member C. Davie

## Representation

Claimant: in person  
Respondent: Ms Bewley of counsel

# JUDGMENT

1. The complaint of direct race discrimination is not well-founded and is dismissed.
2. The complaint of direct sex discrimination is not well-founded and is dismissed.
3. The complaint of direct age discrimination is not well-founded and is dismissed.
4. The complaint of direct religion/belief discrimination is not well-founded and is dismissed.
5. The complaint of harassment related to race is not well-founded and is dismissed.
6. The complaint of harassment related to sex is not well-founded and is dismissed.

7. The complaint of harassment related to age is not well-founded and is dismissed.
8. The complaint of harassment related to religion/belief is not well-founded and is dismissed.
9. The complaint of victimisation is not well-founded and is dismissed.

Employment Judge Hutchings

3 May 2024

JUDGMENT SENT TO THE PARTIES ON  
6 June 2024

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.

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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.

**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/>