



EMPLOYMENT TRIBUNALS

Claimant: Mrs R Khanam
Respondent: University College Birmingham
Heard at: East London Tribunal Hearing Centre (remotely by video)
On: 25, 26, 27, and 28 February 2025
Before: Employment Judge S Shore
Member: Mrs J McLaughlin

Appearances

For the claimant: In Person
For the respondent: Mr B Frew, Counsel

JUDGMENT

The unanimous decision of the Tribunal is that:

Direct discrimination because of sex (section 13 Equality Act 2010)

1. The claimant's claim that on 23 November 2023, Paul Massiah told the claimant that her employment was not sustainable due to her childcare commitments fails.
2. The claimant's claim that she was dismissed by the respondent because of the protected characteristic of sex fails.

Harassment related to sex (section 26(1) Equality Act 2010)

3. The claimant's claim that on 23 November 2023, Paul Massiah told the claimant that her employment was not sustainable due to her childcare commitments fails.

Harassment related to race (s.26(1) Equality Act 2010)

4. The claimant's claim that on or around 6 November 2023, Sangeeta Ram made fun of the claimant's accent or mispronunciation of the name of one of her English colleagues and commented that "these people pronounce this name that way" fails.

Breach of contract (Notice pay) (Article 3 The Employment Tribunals Extension of Jurisdiction (England & Wales) Order 1994)

5. The claimant's claim of breach of contract fails.
6. The Tribunal does not need to go on to consider remedy because we have dismissed all the claimant's claims.

Employment Judge Shore
Dated: 28 February 2025