



# EMPLOYMENT TRIBUNAL

**Claimant:** Mrs Nesrin Habib

**Respondent:** Leightons Limited

**Heard at:** London South (in public by video) **On:** 3, 4, and 5 March 2025

**Before:** Employment Judge N Wilson  
N Cristofi (non legal member)  
C Rogers (non legal member)

**Representatives:**

For the claimant: Mrs Habib (in person)  
For the respondent: Ms J Laxton (counsel)

## JUDGMENT

1. The complaint of unfair dismissal under the section 94 of the Employment Rights Act 1996 is not well founded and is dismissed.
2. The complaint of direct race discrimination under section 13 of the Equality Act 2010 is not well founded and is dismissed.
3. The complaint of harassment related to race under section 26 of the Equality Act 2010 is not well founded and is dismissed.
4. The claim for breach of contract – failure to pay notice pay was conceded by the respondent during the final hearing before Judgment was handed down. The outstanding notice pay has now been paid to the claimant with a payslip to follow.

Employment Judge N Wilson  
Dated: 5 March 2025

Judgment sent to the parties on  
Date: 7 March 2025

**Note**

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

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