



EMPLOYMENT TRIBUNALS

Claimant: Mrs. M. Mwarowa

Respondents Durham County Council

Heard at: Newcastle upon Tyne Employment Tribunal

On 03 to 06 March 2025

**Before: Employment Judge T.R. Smith
Mrs. C. Brayson
Mr. M. Moules**

Representation

Claimant: In person

Respondent: Mr. B. Clayton (counsel)

JUDGMENT

1.The claimant's complaint of direct discrimination is not well-founded and is dismissed

2.The claimant's complaint of harassment is not well-founded and is dismissed.

Employment Judge T.R.Smith

Date 06 March 2025

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

Judgments and reasons for the judgments are published, in full, online at 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/>