



EMPLOYMENT TRIBUNALS

Heard at: Croydon (by video) **On:** 17 to 25 March 2025

Claimant: Ms Asuman Arizie

Respondent: The Shaw Trust

Before: Employment Judge E Fowell
Ms H Bharadia
Mrs N Beeston

Representation:
Claimant In person
Respondent Ms Daniella Gilbert of counsel, instructed by Make UK

JUDGMENT

The unanimous decision of the Tribunal is as follows:

1. The dismissal was in breach of contract, the respondent having conceded that the claimant should have been entitled to one month's notice. To the same extent there was an unlawful deduction from wages. The claimant is awarded compensation for this breach in the sum of **£1,507.60**.
2. The other claims are dismissed. They include claims of:
 - (a) failure to make reasonable adjustments
 - (b) indirect discrimination on grounds of disability;
 - (c) discrimination arising from disability;
 - (d) harassment on grounds of disability;
 - (e) victimisation;
 - (f) indirect discrimination on grounds of race or religion;
 - (g) harassment on grounds of race or religion; and

- (h) unlawful deduction from wages / breach of the Working Time Regulations 1998 in relation to outstanding holiday pay.
3. The claims based on race or religion were out of time as well as being unsuccessful on their merits.
4. One complaint of failure to make reasonable adjustments would have succeeded had it been presented in time. That concerns the respondent's failure to allow the claimant additional time for appointments with customers.

Employment Judge Fowell
Date: 25 March 2025

Sent to the parties on
Date: 31 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/>