



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mr S Khan

v

AQA Education

Heard at: **Manchester**

On: **7, 9, 10 and 11 April 2025**

Before: **Employment Judge Kenward
Ms S Howarth
Ms V Worthington**

Appearances

For the Claimant: **in person**
For the Respondent **Mr M Smith, Counsel**

JUDGMENT

1. The Claimant's complaints of direct discrimination on the grounds of sex and / or race, contrary to Equality Act 2010 section 13, are not well-founded and are dismissed.
2. The Claimant's complaints of harassment related to sex and / or race, contrary to Equality Act 2010 section 263, are not well-founded and are dismissed.

Approved by
Employment Judge Kenward

Dated 15 April 2025

Sent to the parties on
2 May 2025

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.

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/>