



EMPLOYMENT TRIBUNALS

Claimant: Mrs Z. Shaheen
Respondent: Joyalukkas Ltd
Heard at: East London Hearing Centre
On: 18-20 February, 23 April 2025
24 April 2025 (in chambers)
8 May 2025 (for oral judgment)
Before: Employment Judge Massarella
Mrs G. Forrest

Representation

Claimant: Mr M. Khan (lay representative)
Respondent: Miss R. Omar (counsel)
Urdu interpreter: Mr S. Ahmad
Bengali interpreter: Mr Hasan

JUDGMENT

The judgment of the Tribunal is that: -

1. the Claimant's claims of direct race discrimination and harassment related to race are not well-founded and are dismissed;
2. the Claimant's claims of direct age discrimination and harassment related to age are not well-founded and are dismissed.

Employment Judge Massarella
Date: 8 May 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/>