



EMPLOYMENT TRIBUNALS

Claimant: Mr Zayed Aboulfotouh
Respondent: McDonald's Restaurants Limited
Heard at: Southampton Employment Tribunal
On: 23,24,25,26, and 27 June 2025
Before: Employment Judge Hay

Representation

Claimant: In person
Respondent: Mr Williams – Counsel.

JUDGMENT

1. The complaint of automatically unfair dismissal for making a protected disclosure is not well founded and is dismissed.
2. The complaint of being subjected to detriment for making a protected disclosure is not well-founded and is dismissed.
3. The complaint of direct discrimination on the basis of race and / or religion is not well-founded and is dismissed.
4. The two complaints of victimisation, under the Equality Act 2010 and the Employment Rights Act 1996, are not well founded and are dismissed.

Approved by:

Employment Judge Hay
Date 27 June 2025

JUDGMENT SENT TO THE PARTIES ON
12 July 2025

Jade Lobb
FOR THE TRIBUNAL OFFICE

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.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 52) 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.