



EMPLOYMENT TRIBUNALS

Claimant: Mr N Arshad
Respondent: Amazon UK Services Limited

Heard at: Leeds Employment Tribunal
Before: Employment Judge Deeley, Mr Lanneman and Mr Webb

On: 27 and 30 June, 1-4 July 2025

Representation
Claimant: In person
Respondent: Mr P Sangha (Counsel)

JUDGMENT

1. The claimant's complaints of:
 - 1.1 Protected disclosure detriments under s48 of the Employment Rights Act 1996;
 - 1.2 Automatically unfair constructive dismissal (protected disclosure) under s103A of the Employment Rights Act 1996;
 - 1.3 Direct race discrimination under s13 of the Equality Act 2010 (including that his constructive dismissal was an act of direct discrimination);
 - 1.4 Victimisation under s27 of the Equality Act 2010 (including that his constructive dismissal was an act of victimisation);
- fail and are dismissed.

Employment Judge Deeley
4 July 2025

All judgments (apart from those under rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

Oral reasons for this judgment were provided to the parties at the conclusion of the hearing. The parties may request written reasons for judgment within 14 days of the date on which this judgment is sent to them.