



EMPLOYMENT TRIBUNALS

Claimant: Shabrez Iqbal

Respondent: Joint Security Services Limited

Heard at: Birmingham

30 June 2025, 1 and 2 July
2025, 3 July 2025 (Tribunal
alone) and 4 July 2025

Before: Employment Judge Gilroy KC

Members:

Mrs R J Pelter

Mr K Palmer

Representation

Claimant: Mr M Usman (Companion)

Respondent: Ms S McKenzie (Litigation Consultant)

JUDGMENT

The unanimous judgment of the Tribunal is as follows:

1. The Claimant's claim of unfair dismissal is dismissed.
2. The Claimant's claim for non-payment of notice pay is dismissed.
3. The Claimant's claim of direct discrimination on the grounds of race, contrary to s.13 of the Equality Act 2010 is dismissed.
4. The Claimant's claim of direct discrimination on the grounds of religion or belief, contrary to s.13 of the Equality Act 2010 is dismissed.
5. The Claimant's claim for unpaid holiday pay is dismissed.

Employment Judge Gilroy KC

Date 04th July 2025