



EMPLOYMENT TRIBUNALS

Claimant: Mr M Mubin

Respondent: The Bury Black Pudding Co Limited

Heard at: Manchester Employment Tribunal (by CVP)

On: 24 July 2025

Before: Employment Judge M Butler

Representation

Claimant: Self-representing

Respondent: Mrs A Niaz-Dickinson (of Counsel)

JUDGMENT (AT PUBLIC PRELIMINARY HEARING)

1. The claim of indirect religious discrimination is struck out pursuant to Rule 38 of the Employment Tribunal Rules of Procedure 2024, as having no reasonable prospects of success.
2. The claim of direct race discrimination is struck out pursuant to Rule 38 of the Employment Tribunal Rules of Procedure 2024, as having no reasonable prospects of success.
3. For the avoidance of doubt, there are no remaining claims in this case.

Approved by:

Employment Judge **M Butler**

Date: 24 July 2025

JUDGMENT SENT TO THE PARTIES ON

Date: 3 September 2025

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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/>