



EMPLOYMENT TRIBUNALS

Claimant: Rabar Mahmood

Respondent: Sainsburys Supermarkets Ltd

RECORD OF A PRELIMINARY HEARING

Heard at: Midlands West Employment Tribunal **On:** 8th May 2025
In Person

Before: Employment Judge Gidney

Appearances

For the Claimant: Mr Rabar Mahmood (In Person)
For the Respondent: Ms Karolina Zielinska (Counsel)

JUDGEMENT

It is the Judgment of the Tribunal that:

1. The following claims have been struck out and/or application to amend the Claim Form to include them, refused:
 - 1.1 Direct disability discrimination;
 - 1.2 Failure to make reasonable adjustments;
 - 1.3 Discrimination arising from disability;

- 1.4 Wrongful dismissal;
 - 1.5 Unlawful deductions from wages;
 - 1.6 Holiday pay.
2. In the circumstances the only claims that shall proceed to trial are:
- 2.1 Direct race discrimination;
 - 2.2 Direct discrimination on the grounds of religion of belief;
 - 2.3 Harassment related to race;
 - 2.4 Harassment related to religion of belief.

Employment Judge Gidney
Approved on 8th May 2025