



EMPLOYMENT TRIBUNALS

Claimant: Ms H Stone

Respondent: NHS Shared Business Services Ltd

Heard at: Leeds by CVP

On: 10 July 2025

Before: Employment Judge Maidment

Representation

Claimant: In person

Respondent: Ms E Gow, Solicitor

JUDGMENT

1. The claimant's complaints of discrimination and/or harassment because of or related to race and/or religion arising out of alleged comments regarding not wearing a headscarf in 2015 and 2016 and an alleged comment in August 2022 that it was thought that the claimant was from Pakistan and looked like a Muslim are hereby dismissed upon the claimant's withdrawal of them.
2. The claimant's complaint of discrimination and/or harassment because of or related to age arising out of an alleged comment in 2016 that she was at a young age to start a family and was missing out on life is hereby dismissed upon the claimant's withdrawal of it.
3. Whilst not considered by the tribunal to have been identified within the claimant's grounds of complaint, any complaints of whistleblowing detriment reliant on the protected disclosures of her having raised the issue of overpayments in October 2022 and March 2023 are hereby dismissed upon the claimant's withdrawal of them.
4. The claimant's complaint of unfavourable or less favourable treatment in respect of the denial of training opportunities in 2024, made without reference to any particular protected characteristic, is struck out on the basis that such complaint had no reasonable prospect of success.

5. The claimant's complaints of whistleblowing detriment and victimisation in respect only of the detriment of HR allegedly breaching her confidentiality are dismissed as having no reasonable prospect of success.

Employment Judge Maidment

Date 11 July 2025

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 (apart from judgments under rule 51) 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/>