



EMPLOYMENT TRIBUNALS

Claimant: Miss H Ali

Respondent: Leeds Teaching Hospitals NHS Trust

Heard at: Leeds **On:** 22-24 July 2025

Before: Employment Judge Maidment
Members
Ms JA Beards
Mr N Pearse

Representation

Claimant: Ms A Loutfi, Counsel
Respondent: Mr A Sugarman, Counsel

JUDGMENT

1. The claimant's complaints of direct discrimination because of religion are dismissed upon her withdrawal of them.
2. The claimant's complaint of indirect religious discrimination in respect of allocation of shifts was brought outside the applicable time limits in circumstances where the tribunal did not consider it just and equitable to extend time. The claim is therefore struck out, the tribunal having no jurisdiction to hear it.
3. The claimant's complaint of indirect religious discrimination in respect of allocation of holiday fails and is dismissed.

Employment Judge Maidment

Date 24 July 2025

JUDGMENT SENT TO THE PARTIES ON
25 July 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 (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/>