



# EMPLOYMENT TRIBUNALS

**Claimant**

Mrs R Williams

**Respondent**

v

I.C.T.S (UK) Limited

**Heard at:** Watford (in person)

**Before:** Employment Judge French

**On:** 24 to 26 November 2025

**Appearances**

**For the Claimant:** Ms Plummer-Walrond, claimant's daughter

**For the Respondent:** Mr R Ramsbottom, senior litigation consultant

## JUDGMENT

1. The complaint of direct race discrimination is not well-founded and is dismissed.
2. The complaint of direct religious discrimination is not well-founded and is dismissed.
3. The complaint of direct age discrimination is not well-founded and is dismissed.

Approved by:

**Employment Judge French**

26 November 2025

JUDGMENT SENT TO THE PARTIES  
ON 15 December 2025

FOR THE TRIBUNAL OFFICE

Note

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.

**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/>