



EMPLOYMENT TRIBUNALS

Claimant: Ms F Majothi

Respondent: Intellectual Property Office

Heard at: Cardiff **On:** 15 and 16 December 2025

Before: Employment Judge R Brace

REPRESENTATION:

Claimant: Mr W Abbas (Claimant's husband)

Respondent: Ms J Franklin (Counsel)

JUDGMENT

The judgment of the Tribunal is as follows:

Statutory Redundancy Payment

1. The complaint for a statutory redundancy payment is dismissed on withdrawal by the Claimant.

Just and equitable time limit extended

2. The complaint of direct race discrimination was not presented within the applicable time limit, but it is just and equitable to extend the time limit.

Direct discrimination

3. The complaint of direct race discrimination is not well-founded and is dismissed.

Employment Judge Brace
16 December 2025

Judgment sent to the parties on:

17 December 2025

For the Tribunal:

Miriam Drake

Note

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request 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.