



EMPLOYMENT TRIBUNALS

Claimant: Mr M Mubin

Respondent: Jacksons Dairies Limited

Heard at: Manchester

On: 29-31 October 2025 and
16 December 2025

Before: Employment Judge Cookson

REPRESENTATION:

Claimant: Mr Ward (counsel)

Respondent: Mr Farooq (litigation consultant) (29-31 October), Ms Nankya (litigation consultant) (16 December 2025)

JUDGMENT ON LIABILITY

1. The complaint of direct disability (by perception) discrimination is not well-founded and is dismissed.
2. The complaint of direct race discrimination is well-founded and succeeds.
3. Written reasons have been requested by the claimant and will be provided as soon as possible.

Approved by:

Employment Judge Cookson

19 December 2025

Judgment sent to the parties on:

31 December 2025

For the Tribunal:

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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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 at www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/