



EMPLOYMENT TRIBUNALS

Claimant: Ms S Abdellatif
Respondent: NewLaw Legal Limited

Heard at: Cardiff (in person)

On: 16th-20th February 2026

Before: Employment Judge A Williams
Tribunal Member R Hartwell
Tribunal Member L Thomas

REPRESENTATION:

Claimant: In Person
Respondent: Mrs Skeaping, Solicitor

JUDGMENT

1. The Claimant's claim of harassment related to race is well-founded and succeeds. The Respondent shall pay the Claimant the following sums:

Compensation for injury feelings:

£4,500

2. The Claimant's claim of direct race discrimination is not well-founded and is dismissed.

3. The Claimant's claim of harassment / discriminatory constructive unfair dismissal is not well-founded and is dismissed.
4. The Claimant's claim of protected disclosure detriment is dismissed on withdrawal.
5. The Claimant's claim of protected disclosure constructive unfair dismissal is dismissed on withdrawal.

Employment Judge Williams

Authorised for issue on:

20th February 2026

Judgment sent to the parties on:

14 March 2026

For the Tribunal:

Katie Dickson

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 52) 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.

