



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

Mr A Abdalla

Respondent

WH Smith Retail Holdings Limited

HEARD AT Bristol (by CVP video)

ON 23, 24, 25 & 26 February 2026

EMPLOYMENT JUDGE Cuthbert

Representation:

For the Claimant: Represented himself

For the Respondent: Mr Manson, Solicitor

JUDGMENT

1. The claimant's claims of breach of contract, unlawful deductions from wages and for holiday pay are dismissed upon withdrawal by the claimant.
2. The claimant's claims of direct race discrimination, harassment related to race and victimisation (Equality Act 201) fail and are dismissed.

Employment Judge Cuthbert
Dated: 26 February 2026

Judgment sent to Parties on
20 March 2026

Jade Lobb
For the Tribunal office

Notes:

Written reasons

Oral reasons for the judgment were given at the hearing above. Written reasons will **not** be provided unless 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 and, if requested, **written 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/>