



EMPLOYMENT TRIBUNALS

Claimant: Mr M Hussain

Respondents: Luton Borough Council

Heard at: Watford Tribunal On: 16, 17 March 2026

Before: Employment Judge Cowen
Mr L Hoey
Mr D Sagar

Representation

Claimant: Mr Hussain (in person)

Respondent: Mr Harris (counsel)

JUDGMENT

For the reasons given in an oral Judgment on 17 March 2026:

1. The Claimant's claims for direct discrimination on grounds of race and/or religion and victimisation are dismissed.

Approved by

Employment Judge Cowen
17 March 2026

JUDGMENT SENT TO THE PARTIES ON
17 April 2026

FOR THE TRIBUNAL OFFICE

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. Parties requesting written reasons must indicate whether they wish to receive summary or full written reasons. Parties are reminded that summary reasons are not published online, but full written reasons when provided 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 here:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/