



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms Marwaha  
**Respondent:** British Council  
**Heard at:** East London Hearing Centre (in person and by CVP)  
**On:** 11 – 27 March 2026  
**Before:** Employment Judge Howden-Evans

## REPRESENTATION:

**Claimant:** Dr Levari (Solicitor)  
**Respondent:** Ms Amesu (Counsel)

## JUDGMENT

The Judge's decision is as follows:

### Unfair Dismissal

1. The unfair dismissal complaint is not well-founded and is dismissed.

### Automatic Unfair Dismissal

2. The automatic unfair dismissal (S103A Employment Rights Act 1996) complaint is not well-founded and is dismissed.

### Protected Disclosure Detriment

3. The detrimental treatment following a protected disclosure complaint is not well-founded and is dismissed.

### **Direct race discrimination**

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

### **Direct religious belief discrimination**

5. The complaint of direct religious belief discrimination is not well-founded and is dismissed.

### **Racial Harassment**

6. The complaint of racial harassment is not well-founded and is dismissed.

### **Religious Harassment**

7. The complaint of religious harassment is not well-founded and is dismissed.

### **Victimisation**

8. The complaint of victimisation is not well-founded and is dismissed.

**Approved by:**  
**Employment Judge Howden-Evans**  
**Dated: 23<sup>rd</sup> April 2026**

#### **Note**

Summary reasons for the judgment were given orally at the hearing. Written summary 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](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.