



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr H Hamza

**Respondents:** Mitie Limited

**Heard at:** Watford Tribunal On: 20,21,22 April 2026

**Before:** Employment Judge Cowen

## **Representation**

**Claimant:** Mr Hamza (in person)

**Respondent:** Ms Ferrario (counsel)

# JUDGMENT

For the reasons given in a summary oral Judgment on 22 April 2026:

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

Approved by

**Employment Judge Cowen**

**22 April 2026**

JUDGMENT SENT TO THE PARTIES ON

2 June 2026

FOR THE TRIBUNAL OFFICE

## Notes

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.

If there are written full reasons for the judgment, they are also published. Written summary reasons are not published.

Reasons for the judgment having been given orally at the hearing, 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.

The reasons given orally were the summary reasons. If a request for written reasons is made (within the time limit), the Tribunal might choose to supply written summary reasons or else the Tribunal might choose to provide the written full reasons.

If written summary reasons are provided, then written full reasons will not be provided unless requested by any party by a written request received by the Tribunal within 14 days of the sending of the written summary reasons.

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/](http://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/)