



EMPLOYMENT TRIBUNALS

Claimant: Mr Umran Ashraf

Respondent Splendid Hospitality Group LLP

On: 22 and 23 April 2026

Heard at: Watford Tribunal

Before: Employment Judge Shrimplin

Representation

Claimant: in person

Respondent: Mr Wilson (solicitor)

JUDGMENT

For the reasons I gave orally, the claimant's claims of harassment under s26 Equality Act 2010 and breach of contract are not well founded and are dismissed

Approved by
Employment Judge Shrimplin

Date: 23rd April 2026

JUDGMENT SENT TO THE PARTIES ON

.....3 June 2026.....

AND ENTERED IN THE REGISTER

.....

FOR THE OFFICE

Note Public access to employment tribunal decisions

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.

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

Case No: 3301811/2023

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.