



EMPLOYMENT TRIBUNALS

Claimant: Mr M I Shaikh

Respondent: Inspired Property Management Ltd

Heard at: Watford Employment Tribunal
In public
Partly face to face and partly by video

On: **24, 25, 26 November 2025**
5, 6, 7, 8, 11 May 2026

Before: Employment Judge Quill
Ms G Bhatt MBE
Mr D Wharton

Appearances

For the claimant: Ms S Shaikh, niece & Ms L Mills, spouse

For the respondent: Ms S Hosten, Litigation Consultant (Days 1 to 3)
Mr J Horney, Litigation Consultant (Days 4 to 8)

JUDGMENT

1. All complaints of direct discrimination and/or harassment where the relevant protected characteristic was "age" are dismissed on withdrawal.
2. Taking account of early conciliation, any complaint of contravention of the Equality Act 2010 ("EQA"), provided it was a complaint included in the claim form presented on 16 March 2022, is in time provided it relates to an act or omission occurring between 4 November 2021 and 16 March 2022 (including acts / omissions which commenced earlier than that, but continued until at least 4 November 2021).

3. As a result of paragraph 2, the following EQA complaints (only) in the list of issues are in time.
 - 3.1. Items 3.3.3, 3.3.4 and 3.3.5, but only to the extent that the complaint alleges that there was a policy of treating Caucasian candidates preferentially, or BAME candidates worse, and not to the extent that it relates specifically to the appointment of Amanda Woodgate in August 2021.
 - 3.2. Item 3.3.12
 - 3.3. Item 3.3.14
 - 3.4. Item 4.1.1
 - 3.5. Item 5.3.2, but only to the extent that the allegation is that there was no investigation into the 3 September 2021 grievance allegations, and not to the extent that the complaint relates to non-investigation following alleged discussion with Helena Inman in March/April 2021 or following alleged discussion with Jen Irvine on 16 August 2021.
4. The other EQA complaints (including those added by amendment in November 2025) are all out of time, and it is not just and equitable to extend time. Those complaints are dismissed.
5. The complaints of direct discrimination that were in time (3.3.3, 3.3.4, 3.3.5, 3.3.12, 3.3.14), and where the relevant protected characteristic was race, religion or sex fail and are dismissed.
6. The complaint of harassment that was in time (4.1.1) where the relevant protected characteristic was race fails and is dismissed. For the avoidance of doubt, to the extent that that allegation is said to be related to sex or religion, it also fails and is dismissed.
7. The complaints of victimisation that were in time fail and are dismissed.
8. The complaint of unauthorised deduction from wages in relation to holiday pay (section 7 of list of issues) fails and is dismissed.
9. Regardless of whether they are in time or out of time (which has not been decided), the complaints of unauthorised deduction from wages in relation to car mileage (section 8 of list of issues) fail and are dismissed.
10. The effective date of termination was no later than Monday 19 February 2024. The time limit for the complaint of unfair dismissal expired no later than 18 May 2024. It was reasonably practicable for the complaint of unfair dismissal to have been presented by 18 May 2024. The unfair dismissal complaint is out of time and is dismissed.

11. The Claimant's termination of employment (effected by his 18 February 2024 email) was not a dismissal. That is, the circumstances did not amount to what is sometimes referred to as a "constructive dismissal".

Approved by:

Employment Judge Quill

Date:

12 May 2026

JUDGMENT SENT TO THE PARTIES ON
15 June 2026

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FOR THE TRIBUNAL OFFICE

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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.

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.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording. You will be required to pay the charges authorised by any scheme in force unless provision of a transcript at public expense has been approved.

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/>