



EMPLOYMENT TRIBUNAL

Ms M Moubarrir
Claimant

Britam Shipping Limited
Respondent

Heard: in Leeds

On: 20 to 22 July 2026

Before:
Employment Judge JM Wade
Mr R Webb
Ms GM Flemming

Representation:
Claimant: in person
Respondent: Mr A Macphail, counsel

The unanimous decision of the Tribunal is:

JUDGMENT

- 1 The claimant's complaints of sexual harassment are dismissed.
- 2 The claimant's complaints of victimisation are dismissed.
- 3 The respondent's costs application succeeds and the claimant shall pay to the respondent the sum of £12,000 inclusive of VAT.
- 4 The Tribunal shall release to the respondent the claimant's deposit of £250.

Employment Judge JM Wade
22 July 2026

Recording and Transcription:

Please note that if a Tribunal Hearing has been recorded you may request a transcript of the recording, for which a charge is likely to be payable in most but not all circumstances. 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/>

Note: Decisions and full written reasons (but not summary reasons) are published on the Tribunal's website shortly after they are made available to the parties. There is a practice direction on recording Tribunal proceedings. In this case the Tribunal gave oral summary reasons and explained the Tribunal's new rule 60 concerning the provision of written reasons or summary reasons. The relevant provisions are repeated below:

(4A) In respect of a judgment—

.....

(b) where reasons are given orally at a hearing under paragraph (3), those reasons may be either—

(i) summary reasons, or

(ii) full reasons.

(4B) Where summary reasons are given under paragraph (4A)(b)(i), the presiding member must announce that the reasons given are summary reasons and that written summary reasons will not be provided unless requested by any party—

(a) at the hearing, or

(b) by a written request received by the Tribunal within 14 days of the sending of the written record of the decision, and the written record of the decision must repeat that information.

(4C) Where written summary reasons are provided further to a request under paragraph (4B), they must state that 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....

(4E) If the Tribunal receives a request for written summary reasons in accordance with paragraph (4B), the Tribunal may, if it considers it appropriate to do so, provide written full reasons.