



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Mazdak Soudbakhsh  
**Respondent:** White Rose Trading CIC  
**On:** 21 July 2026  
**Before:** Employment Judge Ahmed (sitting alone)  
**At:** Leicester (by CVP)

## Representation

**Claimant:** In person  
**Respondent:** Mr Adrian Barnes of counsel

## JUDGMENT AT A PRELIMINARY HEARING

The decision of the Tribunal is that:

1. The complaint of automatic unfair dismissal by reason of having made protected disclosures has no reasonable prospect of success and is struck out;
2. The complaints of an unlawful deduction of wages (in respect of overtime), unpaid holiday pay and unpaid expenses have no reasonable prospect of success and are all struck out;
3. The complaints of direct race discrimination and harassment based on the protected characteristic of race are not struck out nor is a deposit ordered;
4. Case management orders for the final hearing are given separately.

**Approved by:**

Employment Judge Ahmed

Date: 21 July 2026

JUDGMENT SENT TO THE PARTIES ON

..... 14 August 2026.....

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FOR THE TRIBUNAL OFFICE

**Notes**

Summary reasons for the judgment having been given orally at the hearing, full written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

**Public access to employment tribunal decisions**

Judgments 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.

**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 may be payable. 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/>