



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant: Mr M Akhtar
Respondent: Jaguar Land Rover Limited
Heard at: Birmingham by hybrid hearing (claimant by CVP)
On: 10 August 2026 – 14 August 2026
Before: Employment Judge Smart – sitting alone in public

JUDGMENT

1. The Claimant's claim for unfair dismissal is not well founded and is dismissed.
2. The Claimant's claim for discriminatory dismissal under section 39 of the Equality Act 2010 because the Respondent breached section 15 Equality Act 2010 is not well founded and is dismissed. The Respondent's justification defence succeeds.
3. All the claims are therefore dismissed and that concludes these proceedings.
4. Summary reasons were given verbally at the hearing.
5. The Claimant requested written reasons at the hearing. These will be provided in due course.

Judgment approved by:
EMPLOYMENT JUDGE G SMART

On: 14 August 2026

The reasons for this decision were given orally at a hearing. If the oral reasons were summary reasons, written summary reasons will not be provided unless they have been requested in writing by any of the parties within 14 days of the date this judgment was sent to the parties. If the Oral reasons were full reasons, full written reasons will not be provided unless they have been requested in writing within 14 days of the date this judgment was sent to the parties. Public access to employment tribunal decisions: Note that both judgments and full written reasons for the judgments are published in full online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the parties. 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/>