



EMPLOYMENT TRIBUNALS

Claimant: Mr R M Raza

Respondent: Mitie Limited

Heard at: Manchester Employment Tribunal

On: 2 April 2026

Before: Employment Judge Cowen (in person, judge sitting alone)

Representation

Claimant: In person

Respondent: Miss J Charalambous (counsel)

JUDGMENT

- 1) The Employment Judge considers that the claimant's allegations or arguments that there is any contravention of section 26 of the Equality Act 2010 (harassment related to disability) has no reasonable prospect of success, and that part of the claimant's claim only is struck out.

Employment Judge Cowen

Date 22 May 2026

JUDGMENT SENT TO THE PARTIES ON

6 July 2026

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FOR THE TRIBUNAL OFFICE

Notes

Reasons for the judgment having been given orally at the hearing, 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 shortly after a copy has been sent to the claimant(s) and respondent(s) in a case. 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. You can access the Direction and the accompanying Guidance here: <https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>