



EMPLOYMENT TRIBUNALS

CLAIMANT: FARHAD ANWAR

RESPONDENT: HOPEWELL SCHOOL LIMITED

HELD AT: LONDON EAST HEARING CENTRE (BY CVP)

ON: 28, 29 & 30 OCTOBER 2025

BEFORE: EMPLOYMENT JUDGE S POVEY

REPRESENTATION:

FOR THE CLAIMANT: MR ANWAR (CLAIMANT'S BROTHER)

FOR THE RESPONDENT: MR ROBERTS (SOLICITOR)

JUDGMENT

1. The complaints of discrimination which occurred before 19 June 2023 were brought out of time. It was not just and equitable to extend time and the Tribunal has no jurisdiction to consider and determine them.
2. The complaints of unauthorised deductions from wages and breaches of contract which occurred before 19 June 2023 were brought out of time. It was reasonably practicable for them to have been brought in time and the Tribunal has no jurisdiction to consider and determine them.
3. The complaints of direct discrimination on grounds of disability are not made out and are dismissed.
4. The complaints of discrimination arising from disability are not made out and are dismissed.

5. The complaints of indirect discrimination on grounds of disability are not made out and are dismissed.
6. The complaints of a breach of the duty to make reasonable adjustments are not made out and are dismissed.
7. The complaints of harassment by reason of disability are not made out and are dismissed.
8. The complaints of victimisation are not made out and are dismissed.
9. The complaints of unauthorised deductions from wages are not made out and are dismissed.
10. The complaints of breach of contract are not made out and are dismissed.

Approved by:
EMPLOYMENT JUDGE S POVEY
Dated: 31 October 2025