EMPLOYMENT TRIBUNALS

Claimant: **Mr T El-Tawil**

Respondents: **(1) AECOM Limited**
(2) Heathrow Airport Limited

Heard at: Watford Tribunal **On: 8,9,10,17 September 2026 and (14,15,16 September in chambers for deliberation)**

Before: **Employment Judge Cowen**
Mr D Bean
Mrs S Wellings

Representation

Claimant: Mr El- Tawil(in person) on first day, then Did Not Attend

Respondents: Ms Moss (counsel)

JUDGMENT

For the reasons given in a summary oral judgment;

1. The Claimant's claims of direct discrimination and harassment on grounds of race, victimisation, s.103A ERA and whistleblowing detriment against the First Respondent are dismissed.

2. The Claimant's claims of direct discrimination and harassment on grounds of race and victimisation against the Second Respondent are dismissed.

3. The Claimant's deposits made on claims against both Respondents are therefore lost and payment out to the First and Second Respondent in respect

of the deposit orders made on 3 December 2024 and 5 September 2025 respectively, should be made to the parties.

Approved by

Employment Judge Cowen

25 September 2026

JUDGMENT SENT TO THE PARTIES ON
7 October 2026

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. If written reasons are provided they will be placed online, unless they are summary written reasons.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at *https://www.gov.uk/employment-tribunal-decisions* shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/