



EMPLOYMENT TRIBUNALS

Claimant: Nazia Afzal

Respondent: Barnsley Metropolitan Borough Council

Heard: in Sheffield **On:** 12, 13, 14 and 15 October 2026

Before: Employment Judge Ayre
Ms P Pepper
Mr Q Shah

Representation

Claimant: Mr N Rafiq, employment advocate

Respondent: Ms N Twine, counsel

JUDGMENT

The unanimous judgment of the Tribunal is as follows:

1. The claim for direct race discrimination is dismissed on withdrawal.
2. The following allegations of disability related harassment are dismissed on withdrawal:
 - a. The allegation that in a supervision meeting in June or July 2024 Laura Wright falsely accused the claimant of describing the team as toxic; and
 - b. The allegation that Clare Saxby breached the claimant's confidentiality by sharing information that had been provided by the claimant in confidence with Laura Wright.
3. The claim for constructive unfair dismissal is not well founded. It fails and is dismissed.
4. The claims for direct disability discrimination, the remaining claims of discrimination arising from disability and the claims of harassment related to disability are all out of time.

5. The claim for failure to make reasonable adjustments is not well founded. It fails and is dismissed.

Approved by:
Employment Judge Ayre
15 October 2026