EMPLOYMENT TRIBUNALS

Claimant: Mr M Waqas

Respondent: Superdrug Stores Plc

Heard at: Teesside

On: 5 – 8 October 2026

Before: Employment Judge Heather

REPRESENTATION:

Claimant: **i**n person
Respondent: Mrs A Kaura (Barrister)

JUDGMENT

The judgment of the Tribunal is as follows:

Complaint of direct raise discrimination in relation to dismissal

1. The complaint of direct race discrimination in relation to dismissal was not presented within the applicable time limit. It is not just and equitable to extend the time limit. The claim is therefore dismissed.

Complaint of direct raise discrimination in relation to request to change shift

2. The complaint of direct race discrimination in relation to request to change shift was presented within the applicable time limit.

3. The complaint of direct race discrimination in relation to request to change shift is not well founded and is dismissed.

Complaint of failure to make reasonable adjustments

4. The complaint of failure to make reasonable adjustments was not presented within the applicable time limit. It is not just and equitable to extend the time limit. The claim is therefore dismissed.

Complaint of (constructive) unfair dismissal

1. The complaint of (constructive) unfair dismissal is dismissed upon withdrawal.

Approved by:
Employment Judge Heather
8 October 2026

Note
Summary reasons for the judgment were given orally at the hearing. Summary written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions
Judgments (apart from judgments under rule 51) 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.