



EMPLOYMENT TRIBUNALS

Claimant: Ms F Mansur

Respondent: The Board of Governors of Iqra Community Primary School

HELD AT: Leeds Employment Tribunal **ON:** 8 April 2019

BEFORE: Employment Judge Buckley

REPRESENTATION:

Claimant: In person

Respondent: Did not appear

JUDGMENT

1. The claim for unfair dismissal is **DISMISSED**. It is out of time and it was reasonably practicable to present it in time.
2. The claim for sex discrimination is **DISMISSED**. It is out of time and it is not just and equitable to hear the claim.
3. The claim for detriment on the ground of making protected disclosures **SUCCEEDS**. The claimant was subjected to the following detriments on the ground that she made one or more protected disclosures:
 - a. That the claimant was asked to attend two meetings in July 2017 where it was insinuated that she was responsible for making the anonymous disclosure and where it was said to her that 'if something happens I'm holding you responsible'.
 - b. That in September 2017 the claimant was subjected to formal disciplinary action arising out of an incident on 27 September 2017.
 - c. That in December 2017 the claimant received a level 2 written warning for the same incident.
 - d. That the claimant was the subject of disciplinary proceedings commenced in February 2018 and concluding in June 2018.
 - e. That the respondent delayed its response to her subject access request in October 2018.

- f. That Mr Parwaiz Bashir refused to reconsider the decision to dismiss by letter dated 17 December 2018.

Employment Judge Buckley

Date 8 April 2019

Note - 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.

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