



EMPLOYMENT TRIBUNALS

Claimant: Ms Sapna Shah
Respondents: Gillespie Manners Limited
Heard at: Watford Hearing Centre
On: 11, 12 15, 16, 17, 18 and 19 August 2022
Before: Employment Judge G Tobin
Members: Ms M Harris
Mr D Wharton

Representation

Claimant: Mr G Rowland (counsel)
Respondent: Mr M Hobson (counsel)

JUDGMENT

The unanimous judgment of the Employment Tribunal is that: -

1. The claimant did not make a protected disclosure under s43B Employment Rights Act 1996.
2. The claimant was not automatically unfairly dismissed, in contravention of s103A Employment Rights Act 1996.
3. The claimant was not directly discriminated against on the grounds of her race in breach of s13 Equality Act 2010.
4. The claimant was not harassed related to her race, in breach of s26 Equality Act 2010.
5. The claimant was not victimised in breach of s27 Equality Act 2010.
6. Matters now being concluded, the case is dismissed.

Employment Judge Tobin

26/8/2022

JUDGMENT SENT TO THE PARTIES ON :

9 September 2022

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FOR THE TRIBUNAL OFFICE

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.

Public access to employment tribunal decisions

All judgments 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.