



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Damien Terry

**Respondent:** East of England Ambulance Service

## OPEN PRELIMINARY HEARING

**Heard at:** Bury St Edmunds (by video)

**On:** 2 May 2023

**Before:** Employment Judge C H O'Rourke

**Representation:**

**Claimant:** in person

**Respondent:** Mr J Heard - counsel

## JUDGMENT

1. The Claimant's claims of direct discrimination and harassment on grounds of religion or philosophical belief are dismissed, by way of withdrawal.
2. The Claimant's claim of detriment in relation to his right to be accompanied at a meeting with the Respondent (ss.10 and 12 Employment Relations Act 1999) is struck out, subject to Rule 37(1)(a) of the Tribunal's Rules of Procedure, as having no reasonable prospects of success.
3. The Respondent's application for strike out/a deposit order in respect of the Claimant's claim of detriment on grounds related to union membership or activities (s.146 TULRA(C) Act 1992) is refused.

4. The existing directions in respect of this claim, as set out in the Case Management Order of 24 January 2023, stand, less that the final hearing is reduced from three, to two days, namely 13<sup>th</sup> and 14<sup>th</sup> November 2023.

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Employment Judge O'Rourke

Dated: 2 May 2023

JUDGMENT SENT TO THE PARTIES ON

4 June 2023

GDJ  
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.