



# EMPLOYMENT TRIBUNALS

**Claimant**

**Respondent**

**Mr. P. Burch**

**v**

**British Airways Plc**

**Heard at:** Watford

**On:** 17 – 19 July 2023

**Before:** Employment Judge Coll (in person sitting alone)

## **Appearances**

**For the Claimant:** Ms. E. Banton, counsel

**For the Respondent:** Mr. G. Baker, counsel

## **OPEN PRELIMINARY HEARING JUDGMENT ON A PRELIMINARY ISSUE**

1. The claimant's belief, that he is a sovereign being who has a right to breathe freely and should not be subjected to arbitrary and pointless rules which have prevented [him] from so doing, whilst having no basis in science and for which there is no supporting evidence, does not amount to a philosophical belief for the purposes of section 10 (2) Equality Act 2010.
2. The direct discrimination claim (protected belief) – s39(2)(d) and s13 EqA - is dismissed.
3. The harassment claim (protected belief) – s40 and s26 EqA - is dismissed.
4. The indirect discrimination (protected belief) – s39(2)(d) and s19 EqA - is dismissed.
5. For the avoidance of doubt, the unlawful deduction from wages claim (s23 ERA) remains.

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Employment Judge Coll

Date: ...19 July 2023.....

Sent to the parties on: 21/8/2023

For the Tribunal Office

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**Notes**

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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