



## EMPLOYMENT TRIBUNALS

**Claimant**

Mr A Ghumman

v

**Respondent**

Cognita Schools Limited

### PRELIMINARY HEARING

**Heard at:** Reading Employment Tribunal by CVP  
**On:** 15 and 16 May 2023  
**Before:** Employment Judge George

**Appearances:**  
**For the Claimant:** In person  
**For the Respondents:** Mr J Crozier, counsel

### JUDGMENT ON A PRELIMINARY ISSUE

This has been a remote hearing conducted by C.V.P.. A face to face hearing was not held because remote hearings by C.V.P. are standard practice for hearings of this kind and the purpose of the hearing could conveniently be achieved by video.

The claimant's belief that as a Muslim it is sinful to wish someone happy or merry Christmas is a protected religion or belief within the meaning of s.10 of the Equality Act 2010.

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**Employment Judge George**

Dated: 22 August 2023

Sent to the parties on:

22 August 2023.....

For the Tribunal:

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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.