



# EMPLOYMENT TRIBUNALS

BETWEEN

**Claimant**  
Mr Bailey

**Respondent**  
WMAS University NHS  
Foundation Trust

AND

## JUDGMENT OF THE EMPLOYMENT TRIBUNAL ON A PRELIMINARY HEARING

**HELD AT** Midlands West                      **ON** 19 January 2024

**EMPLOYMENT JUDGE** Harding

### Representation

**For the Claimant:** Mr Fields, Counsel

**For the Respondent:** Mr Feeny, Counsel

## JUDGMENT

The claimant has a philosophical belief, namely a belief in living a homeopathic lifestyle and having bodily autonomy, in particular having the right to determine what medications/vaccinations he should have, which qualifies as a protected belief within the meaning of Section 10 of the Equality Act 2020.

Case No:1302139.22  
Employment Judge Harding  
Dated: 21 January 2024