



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss Julie Ashall  
**Respondent:** Greater Manchester Chamber of Commerce  
**Heard at:** Manchester Employment Tribunal  
**On:** 25, 26 & 27 March 2024 (3 days reduced from 4 days)  
**Before:** Employment Judge G Tobin  
**Members:** Mrs S A Humphreys  
Mrs C A Titherington

## Representation

**Claimant:** In person  
**Respondent:** Ms J Charalambous (counsel)

## JUDGMENT

The unanimous Judgment of the Employment Tribunal is that: -

1. The claimant did not make any protected disclosures under s43B Employment Rights Act 1996.
2. The respondent did not dismiss the claimant because she had made any protected disclosures, in breach of s103A Employment Rights Act 1996.
3. The claimant was not directly discriminated against by the respondent, contrary to s13 Equality Act 2010, on the basis of her gender-critical beliefs.
4. All outstanding matters having been determined; proceedings are now dismissed.

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Employment Judge Tobin  
Dated: 27 March 2024

JUDGMENT SENT TO THE PARTIES ON

Dated: 5 April 2024

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FOR THE TRIBUNAL OFFICE

**Notes**

**Public access to Employment Tribunal decisions**

All judgments and Written Reasons for the Judgments (if given) are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

**Reasons**

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.

**Recording and Transcription**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here: <https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>