



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Grice

**Respondent:** National Trust for Places of Historic Interest or Natural Beauty

**Heard at:** Watford Employment Tribunal

**On:** 5<sup>th</sup> April 2024

**Before:** Employment Judge Shrimplin

## **Representation**

Claimant: Not represented

Respondent: Ms Balmer (counsel)

## **JUDGMENT**

For the reasons given in oral judgment at Watford Employment Tribunal on 5th April 2024, the Tribunal finds that claimant's belief is not a protected religious or philosophical belief under s10 Equality Act 2010.

The Claimant's claims under the Equality Act 2010 for discrimination under s13, harassment under s26 and victimisation under s27 are therefore not well founded and are dismissed.

Employment Judge K A Shrimplin

Date: 14/4/2024

Sent to the parties on: 7/5/2024

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For the Tribunal Office – N Gotecha

**Case No: 3315004/2022**

Written reasons will not be provided unless 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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