



EMPLOYMENT TRIBUNALS

Claimant: Mr Gilaad Hanan

Respondent: Mr Ben Griggs (1)
Griggs Estates Limited (2)

Heard at: Bury St Edmunds **On:** 29 April – 2 May 2024

Before: Employment Judge Laidler
Members: Mr R Allen
Mr A Chinn - Shaw

Representation:

Claimant: In person
Respondent: Mr O Mills, Counsel

JUDGMENT

1. The claimant did not make protected disclosures within the meaning of section 43B Employment Rights Act 1996 (ERA)
2. The reason for the claimant's dismissal was not the making of protected disclosures contrary to section 103A ERA.
3. The reason for the claimant's dismissal was not the raising of health and safety issues contrary to section 100 ERA
4. The claimant was not subjected to harassment related to the protected characteristics of age, race, gender reassignment or sex as alleged or at all.

5. All claims fail and are dismissed.

Employment Judge Laidler

Date : 04 May 2024

JUDGMENT SENT TO THE PARTIES ON
13 June 2024

FOR THE TRIBUNAL OFFICE

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

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/>