



EMPLOYMENT TRIBUNALS

Claimant: Mr Michael Kiernan
Respondent: SDC Builders Limited
Heard at: Norwich by CVP
On: 7, 8 and 12 to 15 May 2025
Before: Employment Judge M Warren

Representation

Claimant: Mr Green Counsel
Respondent: Mr McGee, Counsel

JUDGMENT

The Claimant's claims that he was directly discriminated against, indirectly discriminate against and subjected to harassment by reason of religion or philosophical belief and that he was unfairly dismissed, fail and are dismissed.

Approved by:

Employment Judge M Warren

15 May 2025

JUDGMENT SENT TO THE PARTIES ON

10 June 2025

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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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/