



EMPLOYMENT TRIBUNALS

Claimant: Mr Grant Bish

Respondent: Tinklin Springall

Heard at: London South (by CVP)

On: 21 May 2025

Before: Employment Judge Lumby

Representation:

Claimant: In person

Respondent: Mr P Martin (Counsel)

JUDGMENT

The judgment of the Tribunal is as follows:

Religion or belief

1. The claimant's beliefs in relation to medical autonomy, homeopathic remedies and a rejection of Covid-19 vaccinations do not amount to a protected characteristic for the purposes of section 10 of the Equality Act 2010.
2. The complaints of harassment and direct and indirect discrimination on the grounds of religion or belief are therefore dismissed.

Disability

3. From 8 March 2022 the claimant was a disabled person as defined by section 6 Equality Act 2010 because of depression, anxiety and suicidal ideation.
4. The complaints of harassment, indirect disability discrimination, unfavourable treatment because of something arising in consequence of disability and failure to make reasonable adjustments insofar as these relate to these conditions can therefore proceed.
5. At the relevant times the claimant was not a disabled person as defined by section 6 Equality Act 2010 because of a tumour on his eyelid.

6. The complaints of harassment, indirect disability discrimination, unfavourable treatment because of something arising in consequence of disability and failure to make reasonable adjustments insofar as these relate to this condition are therefore dismissed.

Approved by:
Employment Judge Lumby
Date: 29 June 2025

Sent to the parties:
Date: 3 July 2025

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