



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 8000543/2025

Final hearing in Aberdeen ET held in person on 24 November 2025
and also by Cloud Video Platform (CVP) on 24, 26-27 November 2025

Employment Judge Tinnion

Mr R.P. Gill

Claimant
In Person

Group Employment Services Ltd.

Respondent
Represented by:
Mr R Lyons,
Consultant

JUDGMENT

1. The Claimant's claim of direct discrimination under ss.13 and 39(2) of the Equality Act 2010 because of the Claimant's religion and/or religious beliefs is not well founded and is dismissed.

NOTE

2. Judgments are published online and publicly available on the internet after they have been sent to the parties. Reasons for the decision above were given orally to the parties at the final hearing on 27 November 2025. The parties have 14 days from receipt of this Judgment (taken to be the date the Judgment states it was sent to the parties) to request written reasons for the decision. Unless a timely request for written reasons for the decision is made, written reasons will only be provided at the request of the Employment Appeal Tribunal or a court.

Date sent to parties: 28 November 2025