



EMPLOYMENT TRIBUNALS

Claimant: Miss E Wilson

Respondent: Viaduct Care CIC

HELD AT: Manchester

ON:

19-23, 26 and 27
January 2026

BEFORE: Regional Employment Judge Franey
Ms F Crane
Ms A Berkeley-Hill

REPRESENTATION:

Claimant: In person

Respondent: Ms L Amartey, Counsel

JUDGMENT

The unanimous judgment of the Tribunal is as follows:

1. The following complaints are dismissed on withdrawal by the claimant using the numbering in the list of issues: **2.1.13**, **3.2.1**, **3.2.3** and **3.2.4**.
2. All remaining complaints of harassment related to religious belief contrary to section 26 Equality Act 2010 fail and are dismissed.
3. All remaining complaints of harassment related to race or nationality contrary to section 26 Equality Act 2010 fail and are dismissed.
4. All remaining complaints of direct discrimination because of religious belief contrary to section 13 Equality Act 2010 fail and are dismissed.

Approved by
Regional Employment Judge Franey
27 January 2026

JUDGMENT SENT TO THE PARTIES ON

18 March 2026

FOR THE TRIBUNAL OFFICE

Notes

1. 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.
2. 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.
3. 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/>