



# EMPLOYMENT TRIBUNALS

BETWEEN

**Claimant**  
Mr Mastroq

**Respondent**  
Vision Consortium Services Ltd

AND

## JUDGMENT OF THE EMPLOYMENT TRIBUNAL

**HELD AT** Midlands West **ON** 2 April 2026

**EMPLOYMENT JUDGE** Harding

### Representation

**For the Claimant:** In Person

**For the Respondent:** Mr Horney, Litigation Consultant

## JUDGMENT

The claims of harassment related to the protected characteristic of religion and direct discrimination because of religion, contrary to sections 13, 26 and 39 of the Equality Act 2010, fail and are dismissed.

Case No:6013032.24

**Employment Judge Harding**

Approved on: 2 April 2026

Note: Full reasons were given orally at the hearing. Written full reasons will not be provided unless requested by any party at the hearing, or by a written request received by the Tribunal within 14 days of the sending of the written record of the decision. Rule 60(4D). Written full reasons are published on line.

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