



EMPLOYMENT TRIBUNALS

Claimant: Mr P Sheward
Respondent: Great Learners Trust
Heard at: Watford Employment Tribunal (by video hearing)
On: 9 – 12 March 2026
Before: Employment Judge Youngs

Representation

Claimant: In person
Respondent: Mr R Holland, counsel

JUDGMENT

The Judgment of the Employment Tribunal is:

1. The correct name of the Respondent is “Great Learners Trust”, who employed the Claimant to work at Great Missenden Church of England Combined School.
2. The Claimant’s belief as set out in the List of Issues and the Claimant’s Further information (dated 17 December 2024) is not a protected philosophical belief.
3. The Claimant’s claim of direct discrimination because of religion or belief fails and is dismissed.
4. The Claimant’s claim for constructive unfair dismissal fails and is dismissed.
5. The Claimant’s claim for constructive wrongful dismissal (notice pay) is dismissed on withdrawal.

Approved by:

Employment Judge Youngs
Date: 12 March 2026

JUDGMENT SENT TO THE PARTIES ON

2 May 2026

FOR THE TRIBUNAL OFFICE

Note: Reasons for the decision having been given orally at the hearing, written reasons will not be provided unless a written request is received from either party within 14 days of the sending of this record of the decision.

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Recording and Transcription

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/>