



# EMPLOYMENT TRIBUNALS

## BETWEEN

**Claimant** Mr B Morgan

**Respondent** Wieland Metals Birmingham Ltd

## JUDGMENT MADE AT A HEARING BY CVP

**HELD AT** Birmingham

**ON** 18 – 21 December 2023 and  
14 - 18 & 21 October 2024

**EMPLOYMENT JUDGE** Hughes

**MEMBERS** Mr K Palmer  
Mrs BH Astill

### Representation

**For the Claimant:** Mr M Walker, Counsel

**For the Respondent:** Mrs J Cox, Solicitor

## JUDGMENT

1 The claimant's claim for unfair dismissal is not well-founded and is dismissed.

2 The claimant's complaint of direct discrimination because of religion and belief in respect of not being offered office duties is not well founded and is dismissed.

3 The claimant's complaint of direct discrimination because of religion and belief in respect of his dismissal is not well founded and is dismissed.

4 The claimant's complaint of indirect discrimination because of religion and belief is not well-founded and is dismissed. In addition, it was presented out of time, was not part of a continuing course of conduct, and it is not just and equitable to extend time, so the Employment Tribunal has no jurisdiction to hear it in any event.

**Signed by Employment Judge Hughes**

**22 October 2024**

### **Notes**

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.

### **Public access to employment tribunal decisions**

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

### **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/>