



EMPLOYMENT TRIBUNALS

Claimant: Ms R Neira

Respondent: East Lancashire Hospitals NHS Trust

Heard at: Manchester

On: 21- 25 October 2024

Before: Employment Judge Cookson
Mr Pennie
Mr Aldritt

REPRESENTATION:

Claimant: Mx Oscar Davies (counsel)

Respondent: Mr Gareth Price (counsel)

JUDGMENT

In relation to the claimant of direct protected belief discrimination:

1. The tribunal concluded that the claimant had been treated less favourably because of her protected belief in March 2022 when she was required to work in the respondent's library, but that complaint was not presented within the applicable time limit. It is not just and equitable to extend the time limit. The claim is therefore dismissed.
2. The remaining complaints of direct protected belief discrimination are not well-founded and are dismissed.

Employment Judge Cookson

28 October 2024

Judgment sent to the parties on:

31 October 2024

For the Tribunal:

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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 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/>