



EMPLOYMENT TRIBUNALS

Claimant: Mr M Charles

Respondent: West Midlands Fire Service

Heard at: Birmingham (by CVP)

On: 8, 9, 12, 13, 14 & 15 July 2021

Before: Employment Judge Miller
Mr D Faulconbridge
Ms W Ellis

Representation

Claimant: Mr K Zaman - counsel

Respondent: Mr P Starcevic - counsel

JUDGMENT

1. The claimants claim of harassment related to the protected characteristics of gender reassignment or sexual orientation is unsuccessful and is dismissed
2. The claimant's clam of victimisation is unsuccessful and is dismissed.

1303808/2018

Employment Judge **Miller**

Date 15 July 2021

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.