



# EMPLOYMENT TRIBUNALS

**Claimant**

**Respondent**

Mr J Casamitjana Costa

v

League Against Cruel Sports

**Heard at:** Watford

**On:** 24-28 February and 1 March 2020

**Before:** Employment Judge Hyams

**Members:** Mr D Sutton  
Ms I Sood

**Appearances:**

**For the claimant:** Mr Christopher Milsom, of counsel  
**For the respondent:** Mr Patrick Keith, of counsel

## CONSENT JUDGMENT

Terms of settlement having been agreed between the parties, the claim is by agreement dismissed on its withdrawal by the claimant.

The terms relating to financial compensation are confidential to the parties, who have agreed that in addition to the payment of such compensation, the following statement by the respondent is included in the judgment.

“As has been the subject of extensive media coverage, between 2018 and 2020 we were involved in Employment Tribunal litigation brought by our former employee Jordi Casamitjana. We are happy to make clear that Mr Casamitjana was a very valued employee of the League during the two periods he worked with us, showing a great deal of professionalism, expertise and commitment to the protection of animals.

The only reason for the dismissal of Mr Casamitjana in 2018 was his

communications to his colleagues in relation to our pension arrangements. Having revisited the issue we now accept that Mr Casamitjana did nothing wrong with such communications, which were motivated by his belief in ethical veganism.

We are grateful to Mr Casamitjana for having raised the issue of pensions to us, which allowed us to change our default pension fund to an ethical one closer to our values."

*O. Hyams*

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Employment Judge Hyams

Date: 2 March 2020

JUDGMENT SENT TO THE PARTIES ON

*2.3.20*

*[Signature]*

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FOR THE TRIBUNAL OFFICE