Press Summary
Ms L Young v Manchester City Council
Case Nos: 2402779/2024 and 2404951/2024
Before: Employment Judge Dunlop
Employment Tribunal, Manchester
Judgment Promulgated: 23/11/2026

NOTE: This summary is provided to help in understanding the Employment Tribunal's decision. It does not form part of the judgment. The full judgment of the Tribunal is the only authoritative document. Judgments are public documents and are available at Employment tribunal decisions - GOV.UK

The claimant, Lorna Young, was employed by Manchester City Council within its Equality, Diversity and Inclusion ("EDI") team and was dismissed on 6 June 2024. She brought claims of direct discrimination and harassment because of religion or belief, failure to make reasonable adjustments, discrimination arising from disability, and unfair dismissal. Her protected beliefs included gender critical beliefs.

The case arose primarily from concerns and complaints made by colleagues about the claimant's perceived gender critical views, and her activity on Twitter/X, initially in respect of an account run in her own name, and later in respect of an account operated under the pseudonym "GalwayGirl".

The Tribunal found that complaints made against the claimant were motivated by opposition to the claimant's perceived gender critical beliefs and amounted to direct discrimination because of those beliefs. After a lengthy investigation and disciplinary process, which was subject to significant criticism in the Judgment, the claimant was ultimately dismissed for activity undertaken on the GalwayGirl account. Applying the principles set out by the Court of Appeal in *Higgs v Farmor's School* [2025] EWCA Civ 109, the Tribunal concluded that most of the social media material relied on by the respondent was not objectionable conduct. In relation to material which could reasonably be considered objectionable, the Tribunal held that dismissal was not a proportionate response.

The claimant also succeeded in part in relation to ancillary discrimination claims, including those relating to disability, and her complaint of unfair dismissal.

Compensation and any further remedy will be determined at a separate remedy hearing if not agreed between the parties.