



## Sara Morrison v Belfast Film Festival

*Gender-critical beliefs tested in Northern Ireland discrimination claim*

**Jurisdiction:** Employment Tribunal

**Cause of action:** Belief discrimination, Constructive dismissal

**Sector:** Charity, Entertainment

**Legal representation:** Simon Chambers at Russell & Co (solicitor), Naomi Cunningham (counsel)

**Updates:** [Sara Morrison's crowdfunder](#); [Article in The Times](#)

### Summary of events

Sara Morrison worked for the Belfast Film Festival (BFF), an arts organisation which is a registered charity in Northern Ireland, as an inclusion and audience development co-ordinator. She holds gender-critical beliefs, including that people cannot change sex.

In April 2023 Morrison attended and spoke in a personal capacity at a women's rights rally in Belfast, "Let Women Speak". Although she did not identify herself by name or name her employer during her speech, footage of the event circulated online and the BFF was tagged in social-media posts.

Initially BFF supported Morrison; it provided printouts of some of the tweets it had received, which Morrison subsequently took to the police.

In July 2023 BFF was contacted by LGBTQ+ organisations stating that Morrison was an "unsafe person to be around" and aligning her views with former city councillor Jolene Bunting who allegedly spoke at the rally and has been referred to as an "anti-gay fascist". BFF succumbed to the escalating threats, making a public statement that Morrison would be investigated and that BFF supported and defended the values of an organisation called "Queerspace NI".

BFF's board was informed of Morrison's participation in the Let Women Speak event and the ensuing online campaign. She was sent home, denied access to her email account and the shared work drive, and asked to return her office keys.

An external HR consultancy was engaged to investigate her attendance at Let Women Speak, on the basis that it might conflict with her duties as inclusion and audience development co-ordinator and the organisation's stated values.

Morrison began a grievance process and later went on sick leave, citing deterioration in her health. Both her initial grievance report and subsequent grievance appeal were rejected.

## **Next steps**

Morrison resigned from BFF stating constructive dismissal and submitted a claim for discrimination to an employment tribunal.

A two-week hearing on the case is taking place starting on 10th November 2025.