



EMPLOYMENT TRIBUNALS

Claimant
Mr J Smith

Respondent
McLean & Appleton Ltd trading as
Hatfields

Heard at: By CVP **On:** 27 September 2021
Before: Employment Judge Davies

Appearances

For the Claimant: In person
For the Respondent: Mr M Simpson (solicitor)

JUDGMENT

1. The complaint of unfair dismissal has no reasonable prospect of success because the Claimant had not worked for the Respondent for two years and he is not saying that there was an automatically unfair reason for dismissing him. That complaint is struck out pursuant to rule 37 of the Employment Tribunal Rules of Procedure 2013.
2. The complaint of race discrimination has no reasonable prospect of success because the treatment the Claimant is complaining about does not relate to his race as defined in the Equality Act 2010, it relates to where he lives. That complaint is struck out pursuant to rule 37 of the Employment Tribunal Rules of Procedure 2013.

Employment Judge Davies
27 September 2021

Note:

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.