



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr J Cooper

**Respondent:** Frederic Robinson Limited

**Heard at:** Manchester

**On:** 14 February 2023

**Before:** Employment Judge KM Ross

## Representation

Claimant: did not attend

Respondent: Mr O Sargent solicitor

# STRIKE OUT JUDGMENT

1. Leave is granted to amend the name of the first respondent from Frederick Robinsons LTD to the correct name Frederic Robinson Limited.
2. The claimant's claims against Terry Lumb, Courtney McLaughlin, Kirsty Bailey and HR Department are struck out because the tribunal does not have jurisdiction to hear claims against them.
3. The claimant's claim for unfair dismissal pursuant to s95 and s 98 Employment Rights Act 1996 is struck out because the claimant does not have two years' service with the respondent and so the tribunal does not have jurisdiction to hear the claim.
4. The claimant's claim for harassment is struck out because the Tribunal has no jurisdiction to hear a claim of this type unless it is brought under the Equality Act 2010. The claimant has not identified he wished to bring such a claim and neither has he adduced any facts to suggest he relies on such a claim nor has he identified any protected characteristic.
5. The claimant's claim for unlawful deduction from wages and for accrued but untaken holiday pay on termination of employment are struck out. The respondent's application pursuant to rule 37 Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013 succeeds.

6. The claimant failed to attend the above hearing despite being notified of it and of the applications to be considered by letter of 20 December 2022, neither did he gave any explanation for his failure to attend.

Employment Judge KM Ross  
Date 14 February 2023

JUDGMENT SENT TO THE PARTIES ON  
16 February 2023

FOR THE TRIBUNAL OFFICE