



EMPLOYMENT TRIBUNALS

Claimant: Mr S Langley

1st Respondent: Stockcross Ltd

2nd Respondent: Royal mail Group Ltd

Heard at: Liverpool

On: 12 June 2023

Before: Employment Judge Buzzard (sitting alone)

REPRESENTATION:

Claimant: In Person

1st Respondent: No Appearance (no defence filed)

2nd Respondent: Ms S Percival (Solicitor)

STRIKE OUT JUDGMENT

The claimant's claims under the Equality Act 2010 are all struck out on two grounds:

1. The claimant has no reasonable prospect of establishing that the unnamed alleged perpetrators referred to in his claims were aware of his disabilities, that the alleged discriminatory conduct was related to or because of his disabilities, or that it would constitute a breach of the Equality Act 2010 in any event. In these circumstances the claimant's claims have no reasonable prospect of success and are struck out.
2. The claimant has been unable to provide basic details of the allegations, importantly including identifying the alleged perpetrators. The claimant concedes that this will not change. The second respondent has made a reasonable effort to identify potential alleged perpetrators but given the size of the claimant's former workplace and the lack of available identifying information, has been unable to do so. In these circumstances, it is not possible for there to be a fair hearing.

Accordingly, Judgment having been entered against the first respondent in relation to the claimant's holiday pay claims at an earlier hearing, the claimant has no continuing claims against either respondent.

Employment Judge Buzzard

12 June 2023

JUDGMENT SENT TO THE PARTIES ON

20 June 2023

FOR THE TRIBUNAL OFFICE

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.