



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr P Hopkins

**Respondent:** Jungle Rumble

**Heard at:** Manchester Employment Tribunal (by CVP)

**On:** 04 December 2024

**Before:** Employment Judge M Butler

## **Representation**

For the claimant: In person

For the respondent: Mr A Wright (Director of respondent)

# JUDGMENT (AT PUBLIC PRELIMINARY HEARING)

1. The claimant does not satisfy 2-years continuous service with the respondent to be able to bring a claim for unfair dismissal in the ordinary sense. The claimant does not bring a complaint of being dismissed for a reason that is within the category of automatic unfair dismissal reasons. And he has not provided any satisfactory explanation as to how he can bring a claim for unfair dismissal before the Employment Tribunal in those circumstances. The complaint of unfair dismissal has no reasonable prospects of success and is dismissed pursuant to Rule 37 of the Employment Tribunal Rules of Procedure 2013.
2. The claim of disability discrimination, or more precisely of discrimination arising from disability, has not been struck out for having no reasonable prospects of success. This allegation will proceed to a final hearing.

Employment Judge **Mark Butler**  
Date\_04 December 2024\_\_\_\_\_

JUDGMENT SENT TO THE PARTIES ON

9 December 2024

FOR THE TRIBUNAL OFFICE

### **Notes**

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](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

### **Recording and Transcription**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>