



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss J Barnard

**First Respondent:** Gadgets, Games & Gifts Limited

**Second Respondent:** Jason Gattiker

**Third Respondent:** Pink Planet Games Exchange Limited

**Fourth Respondent:** Phantom Moon Limited

**Heard at:** Bristol (in private, by telephone)

**On:** 10<sup>th</sup> October 2023

**Before:** Employment Judge Lambert

**Appearances:**

For the Claimant: Mr Garstang, claimant's partner

For all Respondents: Mr Gattiker, director and in person

## JUDGMENT

1. The Claimant's claims against the Third and Fourth Respondent are struck out as having no reasonable prospects of success in accordance with Rule 37(1)(a) of the ET Rules 2013 due to the Claimant's admission that she was never employed by either of these entities.
2. The Claimant's claim of marriage discrimination is struck out as having no reasonable prospects of success in accordance with Rule 37(1)(a) of the ET Rules 2013 due to the Claimant clarifying her claim was based on her daughter's marriage to the Second Respondent. Section 13(4) of the Equalities Act 2010 does not permit a claim of associative discrimination on the protected characteristic of marriage. This was the only claim being pursued against the Second Respondent so the only remaining Respondent to this claim is now the First Respondent, the Claimant's employer.

3. The Claimant's claim for unpaid holiday pay, unpaid wages for January, February and March 2023, as well as a failure to pay a statutory redundancy payment remain unaffected by this judgment and will continue.

Employment Judge Lambert

Date: 11 October 2023

Judgment sent to the Parties: 31 October 2023

FOR THE TRIBUNAL OFFICE