



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case Nos: 4106831/19 & 4110429/19

Held on 12 November 2019

Employment Judge N M Hosie

Mr B Taylor

**Claimant
In Person**

Tesco Stores Limited

**Respondent
Represented by
Ms H Brannan -
Solicitor**

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

The Judgment of the Tribunal is that:-

- (1) the claimant is ordered to pay a deposit of Fifty Pounds (£50), as a condition of continuing to advance the complaint of “direct discrimination by association”;

- (2) the claimant is ordered to pay a deposit of Fifty Pounds (£50), as a condition of continuing to advance the complaint of “harassment by association”.

REASONS

1. On 31 October 2019 I issued a Judgment in the following terms:-
 - “(1) the complaint of “*direct discrimination by association*” has “*little reasonable prospect of success*” and the claimant is ordered to pay a deposit of a sum yet to be determined, as a condition of continuing to advance that complaint;
 - (2) the complaint of “*victimisation by association*” is dismissed, for want of jurisdiction; and
 - (3) the complaint of “*harassment by association*” has “*little reasonable prospect of success*” and the claimant is ordered to pay a deposit of a sum yet to be determined, as a condition of continuing to advance that complaint.”
2. I made enquiries into the claimant’s ability to pay a deposit. He has now provided details of his financial circumstances.
3. I decided, in all the circumstances, that it would be appropriate to order the claimant to pay a deposit of £50 in respect of each of the complaints of “direct discrimination by association” and “harassment by association”.
4. While the claimant does not have a great deal by way of disposable income after payment of his outgoings, in my view the sums are sufficiently high to remind the claimant of my view of the limitations of these complaints.

5. I decided, in all the circumstances, that the claimant should be ordered to pay the deposits within 21 days.

Employment Judge:

Nicol Hosie

Date of Judgment:

22 November 2019

Date sent to parties:

26 November 2019