



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Charlie George  
**Respondent:** Marks & Spencer plc  
**Heard at:** Exeter **On:** 16 October 2020  
**Before:** Employment Judge Fowell  
**Representation:**  
Claimant: In person  
Respondent: Mr N Bryan of counsel

## JUDGMENT ON A PRELIMINARY ISSUE

1. The respondent is an employment service provider under section 55 Equality Act 2010, in that it was concerned in the provision of work experience to the claimant, as defined at sections 56(2)(a) and 56(6)(b) of that Act.
2. Accordingly, there is/was an obligation on the respondent under section 55(1)(c) of that Act not to discriminate against the claimant by not offering to provide work experience to him, or under section 55(1)(b) as to the terms on which it offered to do so.

Employment Judge Fowell

Date 16 October 2020

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.