



EMPLOYMENT TRIBUNALS

Claimant: Mr B Armstrong

Respondent: The Guinness Partnership

Heard at: Manchester **On:** 10 July 2020

Before: Employment Judge Phil Allen (sitting alone)

Representation

Claimant: In person

Respondent: Ms R Levene, counsel

JUDGMENT

1. The claimant's claim for unfair dismissal is struck out as the tribunal does not have jurisdiction to consider the complaint under section 111 of the Employment Rights Act 1996;
2. The claimant's claim for discrimination on the grounds of sexual orientation is dismissed on withdrawal by the claimant;
3. The claimant's claims for discrimination on the grounds of sex and/or age (as they were confirmed at the preliminary hearing) are able to proceed as the claims were entered in such period as the tribunal thought just and equitable in accordance with section 123 of the Equality Act 2010;
4. The "Code V" in the heading indicated that this is was a remote preliminary hearing which had not been objected to by the parties. The form of remote hearing was fully by video (all remote), conducted by CVP (to which the public had access). It was not practicable for the hearing to be conducted in person because of the Covid-19 Pandemic and it was practicable for all issues to be determined in a remote hearing.

Employment Judge Phil Allen

13 July 2020

JUDGMENT SENT TO THE PARTIES ON

20 August 2020

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 shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.