



EMPLOYMENT TRIBUNALS

Claimant: Dr R J Heal
Respondent: University of Warwick and others (see annex A)
Date: 6 May 2021
Before: Employment Judge A James
Tribunal: London Central

JUDGMENT

- (1) The following claims are struck out against all remaining respondents in the claims set out in Annex A and are dismissed because they have no reasonable prospect of success.
- a. Any remaining Equality Act 2010 claims arising from the claimant's employment or application for employment, which come within Part 5 Equality Act 2010,
 - b. Any whistleblowing claims under Part IVA Employment Rights Act 1996
 - c. Any claims for breach of contract under the Extension of Jurisdiction Order 1994 against the same four respondents.
- (2) Such claims were also totally without merit.

WRITTEN REASONS

- 1 Following the case management preliminary hearing on 5 February 2021, the claimant was notified, in an order dated 18 February 2021, that the Employment Judge was considering striking out the following complaints:

Case Number: 1303049/2018, 2205140/18, 2206218/2018, 3306697/2018 & 3307522/2018 (see Annex A)

- a. The remaining Equality Act 2010 claims arising from the claimant's employment or application for employment, which come within Part 5 Equality Act 2010, if any, against (1) The University of Warwick - Claim A; (2) University College London ("UCL") - Claim I; (3) The University of Cambridge - Claims F and N; (4) The University of Oxford – Claim M; and (5) QMUL, claim A.
 - b. Any whistleblowing claims under Part IVA Employment Rights Act 1996 against (1) The University of Warwick (A); (2) UCL (I); (3) The University of Cambridge (F and N); and (4) The University of Oxford (F).
 - c. Any claims for breach of contract under the Extension of Jurisdiction Order 1994 against the same four respondents.
- 2 The claimant was informed that the reasons for the proposed strike out of those claims was because:
- a. they have no reasonable prospect of success.
 - b. the claimant has not complied with the Orders of the Tribunal dated 24 December 2020.
 - c. the claims are not being actively pursued.
- 3 If the claimant objected to the proposed strike out, he was to give his reasons in writing or request a hearing at which he could provide them to the tribunal and to the respondents **by 4pm on 5 March 2021**. The claimant failed to respond by that date. He did however, on 26 March 2021, in an email relating to claims against Queen Mary University of London (QMUL), allege that:

The entire legal process for the Claimant has been prevented and perverted by the conduct of the Employment Tribunal Service and London Central Employment Tribunal (and individual therein)". (sic)

He also argues in that email:

There are no lawful grounds to strike out the claim against QMUL (nor any other claims). Perverting the legal process and denying access to justice are not lawful; and not lawful basis for any judgements. Fraud Vitiates All." (sic)

- 4 That response does not engage at all with the merits of the remaining claims listed in paragraph 2 above or set out any arguable legal or factual basis for them. I therefore conclude that the claims should be struck out because they have no reasonable prospect of success; because the claimant has not complied with the orders dated 24 December 2020, and the order dated 18 February 2021; and because the claims are not being actively pursued.
- 5 I also conclude, on the basis of the claimant's failure to engage in any meaningful way with the ongoing legal claims or to set out what legal and factual basis there was for any such remaining claims, that the remaining claims are totally without merit.

Employment Judge A James

4 May 2021

Sent to the parties on:

06/05/2021

For the Tribunal:

.....

ANNEX A – TABLE OF CLAIMS AND RESPONDENTS

<u>Case no</u>	<u>Respondents</u>
A 1303049/2018	1 University of Warwick 2 Queen Mary University of London
F 2205140/18	5 The Chancellor, Masters, and Scholars of the University of Cambridge
I 2206128/18	3 University College London
M 3306697/2018	1 The University of Oxford
N 3307522/2018	1 The Chancellor, Masters and Scholars of the University of Cambridge