



EMPLOYMENT TRIBUNALS

Claimant: Mr. M. French

Respondent: Informa UK Limited

JUDGMENT

1. The following complaints of direct age discrimination are struck out:
 - 1.1. 10, 11 and 21 September 2018: Ms Sarah Gamblin refused the Claimant's request for equal training opportunities in his role. The Claimant is 29 years old and compares himself to Ms Jessica Blake, Mr Ned Smith and Mr Dean Sawyer whom he says in their early to mid-20s.
 - 1.2. 26 September 2018: Ms Gamblin said that he was "slower than others" in picking things up. The Claimant says that the comment was demonstrably untrue from which the Tribunal can infer it would not have been said to his comparators Ms Blake, Mr Smith and Mr Sawyer.
 - 1.3. 26 September 2018: dismissal. The Claimant will say that there was a fundamental failure to follow a fair procedure because he was younger than Mr Henderson, Ms Gamblin and Ms Banks all of whom are over 30 years old.
 - 1.4. From 26 September 2018: the Respondent failed to investigate adequately or at all his grievance. The Claimant will say that the decision to prefer the accounts of Mr Henderson, Ms Gamblin and Ms Banks was because they were over 30 years old.
 - 1.5. 27 September 2018: the Claimant was excluded from the premises but Mr Henderson, Ms Gamblin and Ms Banks were not.
 - 1.6. From 28 September 2018: Mr Ben Steele and Ms Amy Bennell preferred the evidence of Mr Henderson, Ms Gamblin and Ms Banks to that of the Claimant.
 - 1.7. 27 September 2018: Mr Henderson's reference to "confrontational and aggressive behaviour" was based upon a

stereotypical assumption about young men and was designed to discredit the Claimant any future investigation.

- 1.8. **18 October 2018: Mr Steel and Ms Bennell preferred the evidence of Mr Henderson to that of the Claimant.**
2. **The following complaints of direct sex discrimination are struck out:**
 - 2.1 **27 September 2018: Mr Henderson's reference to "confrontational and aggressive behaviour" was based upon a stereotypical assumption about young men and was designed to discredit the Claimant any future investigation.**
 - 2.2 **18 October 2018: Mr Steel and Ms Bennell preferred the evidence of Mr Henderson to that of the Claimant.**

REASONS

1. The Claimant was ordered to pay deposits amounting to **£2,000** (comprising of a deposit of £200 in respect of each of ten allegations) at a preliminary hearing held on **15/03/2019**. The Order was sent to the Claimant on **04/04/2019**. The Claimant has failed to pay these deposits.
2. The following complaints are therefore struck out under rule 39(4) of the **Employment Tribunals Rules of Procedure 2013**:
 - 2.1 **The allegations of direct age discrimination set out at issues 4.6(a), (d), (e), (f), (g), (h), (i), and (j).**
 - 2.2 **The allegations of direct sex discrimination set out at issues 4.6(i) and (j).**
3. The hearing fixed for **5, 6 and 7 June 2019** will proceed. At this hearing, the Tribunal will determine the remaining complaints, which rely on the allegations set out at 4.6(b) and (c) of the List of Issues.

Employment Judge **Ross**
Date: 15 May 2019