



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr J Sidhu

**Respondent:** Our Place Schools Ltd

**Heard at:** Birmingham by Cloud Video Platform

**On:** 25 and 26 July 2022

**Before:** Employment Judge V Jones

## Appearances

**For the claimant:** In person

**For the respondent:** Mr I Wheaton, counsel

## JUDGMENT AT AN OPEN PRELIMINARY HEARING

1. The claimant's complaints that the respondent discriminated against him because of his race and/or religious belief are struck out under r37(1) of the Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013 ("Tribunals Rules of Procedure").
2. The claimant's complaint that he was subjected to harassment related to his protected characteristics of race and/or religious belief, contrary to section 26 Equality Act 2010, is struck out under rule 37(1) of the Tribunals Rules of Procedure.
3. The claimant's complaint that he was victimised by the respondent, contrary to section 27 Equality Act 2010, is struck out under r37(1) of the Tribunals Rules of Procedure.
4. The respondent's application to strike out the claimant's claim of unfair dismissal under r37(1) of the Tribunals Rules of Procedure on the grounds that it has no reasonable prospect of success is dismissed.
5. The respondent's alternative application, for the claimant to be ordered to pay a deposit under Rule 39(1) of the Tribunals Rules of Procedure as a condition of his unfair dismissal claim being allowed to proceed, is also dismissed.
6. The claimant's unfair dismissal claim will now proceed to a hearing. Case

Management directions in relation to that claim are contained in a separate Order sent to the parties.

Employment Judge V. Jones

Date 27 October 2022