



# EMPLOYMENT TRIBUNALS

**Claimant:** S Mason

**Respondent:** EDF Energy Customers Ltd

## RECORD OF A PRELIMINARY HEARING

**Heard at:** London South Employment Tribunal by video

On: 11 January 2024

**Before:** Employment Judge Burge

### Appearances

For the Claimant: In person

For the Respondent: P Smith, Counsel

# JUDGMENT

The judgment of the Tribunal is as follows:

1. The Claimant's complaint of direct discrimination that in or around August 2022, the Respondent failed to allow him to apply for voluntary severance is struck out under Employment Tribunal Rule 37(1)(a) because it has no reasonable prospect of success.
2. The following complaints of direct discrimination are dismissed upon withdrawal:
  - a. That in or around August 2022, the Respondent failed to consider the claimant for or award the claimant Ill Health Early Retirement; and
  - b. That on 15 November 2022 he was dismissed by the Respondent.

**11 January 2024**

Sent to the parties on:

**24 January 2024**

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For the Tribunal Office:

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**Note**

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

**Public access to employment tribunal decisions**

Judgments (apart from judgments under rule 52) and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.