



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr M Astley

**Respondent:** Genome Research Limited

**Heard at:** Bury St Edmunds (in person)      **On:** 7 February 2024

**Before:** Employment Judge Laidler (sitting alone)

**Representation:**

Claimant: In person

Respondent: Me M Gordon, Counsel.

## JUDGMENT

1. The complaints of harassment related to the protected characteristics of sex and age are struck out as they have no reasonable prospects of success pursuant to Rule 37 Employment Tribunal Rules 2013.
2. Had those claims not been struck out the claims having little reasonable prospect the claimant would have been ordered to pay a deposit of £1000 in relation to each claim as a condition of continuing to advance those claims pursuant to Rule 39 Employment Tribunal Rules 2013.

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Employment Judge Laidler

Date : 7 February 2024

JUDGMENT SENT TO THE PARTIES ON  
21 February 2024

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](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

**Recording and Transcription**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>