



# **EMPLOYMENT TRIBUNALS**

**Claimant:** Mr Z Gilpin

**Respondent:** Dorking Christian Centre

## **JUDGMENT**

All of the claimant's claims are struck out.

## **REASONS**

1. The respondent's grounds of resistance identified that the claimant was not, not had ever been, an employee of the respondent and that his claims that he had been discriminated against on the grounds of race and was owed notice pay; holiday pay; arrears of pay and other (unidentified) payments were without foundation.
2. By a letter dated 23 May 2023, Employment Judge martin wrote to the claimant to say that she was considering striking out the claim as it had no reasonable prospects of success. The claimant was invited to give his reasons, if he were to object to the proposal, by 30 May 2023.
3. The claimant responded on 23 May 202. Nothing in his response related to his claims before the employment tribunals.
4. This response was not copied to the respondent until November 2023. The respondent confirmed that it considered strike out to be appropriate in all the circumstances.

Employment Judge Rice-Birchall

Date: 14 August 2024

JUDGMENT SENT TO THE PARTIES  
ON 15 August 2024

FOR THE TRIBUNAL OFFICE

**Note**

Written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

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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.