



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Carl Miller-Ruck

**Respondent:** Sportswift Limited (Trading as "Card Factory")

**Heard at:** Cardiff, by video

**On:** 11 October 2024

**Before:** Employment Judge S Jenkins

## Representation

Claimant: In person

Respondent: Mr I Abel (Solicitor)

# JUDGMENT

1. The Claimant's complaint of unfair dismissal has no reasonable prospect of success and is therefore struck out.
2. The Claimant's complaint of sex discrimination, whether considered as direct discrimination or harassment, has no reasonable prospect of success and is therefore struck out.
3. The Claimant's complaint of sexual orientation discrimination, whether considered as direct discrimination or harassment, has no reasonable prospect of success and is therefore struck out.
4. The only complaint which can proceed is a complaint of harassment related to age, which has been made the subject of a separate deposit order.

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Employment Judge S Jenkins

Date: 11 October 2024

JUDGMENT SENT TO THE PARTIES ON 15 October 2024

FOR THE TRIBUNAL OFFICE Mr N Roche

**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/>