



EMPLOYMENT TRIBUNALS

Claimant: F Elliott

Respondent: Coquet Trust

RECORD OF A PRELIMINARY HEARING

Heard at: Newcastle (in public) **On:** 6 December 2024

Before: Employment Judge Aspden

Appearances

For the claimant: in person

For the respondent: Miss Ismail, counsel

JUDGMENT

1. The following claims are struck out because they have no reasonable prospect of success.
 - 1.1 The claimant's claim that he was automatically unfairly dismissed for asserting a statutory right, relying on section 104 of the Employment Rights Act 1996.
 - 1.2 The claimant's claim of direct sexual orientation discrimination, contrary to the Equality Act 2010, based on an allegation about the CEO walking up stairs in a short skirt on 27 November 2023.
2. The complaint of breach of contract concerning being turned away from a shift on a Monday in October 2023 is not struck out.

Employment Judge Aspden

24 December 2024

Notes

Reasons for any disputed decision 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 shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

Recording and Transcription

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/>

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