



# EMPLOYMENT TRIBUNALS

BETWEEN

CLAIMANT

RESPONDENTS

VINA PATEL

V SOCIAL FIRMS WALES LIMITED

HEARD REMOTELY AT: SWANSEA

ON: 4 & 5 FEBRUARY 2025

BEFORE: EMPLOYMENT JUDGE S POVEY

**REPRESENTATION:**

**FOR THE CLAIMANT:**

**IN PERSON**

**FOR THE RESPONDENT:**

**MR MORTIN (COUNSEL)**

## JUDGMENT

1. The Respondent's application to strike out the complaint of direct discrimination on grounds of marriage is made out.
2. The complaint of direct discrimination on grounds of marriage is struck out on the following ground:
  - 2.1. It has no reasonable prospects of success.
3. The Respondent's applications to strike out the complaints of direct discrimination on grounds of race and direct discrimination on grounds of religion are not made out and are dismissed.

Approved by:

**EMPLOYMENT JUDGE S POVEY**

**Dated: 6 February 2025**

Order posted to the parties on

11 February 2025

Kacey O'Brien

For Secretary of the Tribunals

**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.

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Judgments (apart from judgments under rule 51) 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.