



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr R Vodcics

**Respondent:** Wincanton Group Limited

## JUDGMENT

The claim of discrimination because of marriage and civil partnership is struck out.

## REASONS

1. The claimant had ticked the box on the claim form for discrimination because of marriage and civil partnership. There were no pleaded facts which could amount to such a claim on the form.
2. At a hearing on 31 October 2024, Employment Judge Mac Donald noted that the claimant was unsure why he had ticked the box for discrimination because of marriage and civil partnership. The claimant was unable to articulate a claim that would fall within that concept at that hearing.
3. On 12 November 2024, Employment Judge Macdonald issued strike out warning to the claimant in respect of the claim for discrimination because of marriage and civil partnership, giving him until 26 November 2024 to reply or object.
4. The claimant did not reply by 26 November 2024. On 08 December 2024, the claimant wrote the Tribunal but did not articulate any claims that would amount to discrimination because of marriage and civil partnership.
5. The claim for discrimination because of marriage and civil partnership is struck out because it has no reasonable prospects of success under Rule 38(1)(a) of the ET Rules 2024 and / or because the claimant has not actively pursued that particular claim, under Rule 38(1)(d) of the ET Rules 2024.
6. The claimant's remaining claim(s) remain listed for hearing on **14-17 July 2025**.

Approved by:

**Employment Judge Dobbie**

**Dated:** 9 May 2025

JUDGMENT SENT TO THE PARTIES ON

5 June 2025

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FOR THE TRIBUNAL OFFICE