



# EMPLOYMENT TRIBUNALS

**Claimant**

D Roberts

v

**Respondent**

Reed Specialist Recruitment  
Limited

**Heard at:** Norwich by CVP  
**Before:** Employment Judge W Anderson

**On:** 6 June 2025

**Appearances**

**For the claimant:** In person

**For the respondent:** M Elia (Solicitor)

## JUDGMENT

1. The claim is not struck out.

## REASONS

1. The claimant was dismissed by way of redundancy on 28 May 2024. He claims that suitable alternative employment was available, and he was unfairly dismissed. The respondent's case is that he was fairly dismissed for the reason of redundancy.
2. The claimant sought a strike out within its grounds of response on the grounds that the claim has no reasonable prospects of success. The client objected by way of a letter from his then solicitor dated 13 January 2025.
3. Ms Elia said that the only argument the claimant made was that the dismissal was not fair because he was not put forward for a particular role and this was not enough to make the dismissal unfair. Furthermore, the role was not suitable.
4. The claimant said he had evidence to the contrary.
5. There was no evidence before me, but it was my view that the argument put forward by the respondent was not one suitable for a decision on strike out at a preliminary hearing. In order to take a view on prospects I would need to hear evidence on the role, the claimant's skills and any actions taken by the

parties to find suitable alternative employment. This is the crux of the case in any event, and in my view, it can only be decided at a full hearing with the relevant evidence from both parties before the tribunal.

6. I refused the application for strike out. I refused the application for a deposit order.

Approved by:

Employment Judge Anderson

Date: 6 June 2025

Sent to the parties on: 10 June 2025

T Cadman  
For the Tribunal Office