



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss L Horton

**Respondent:** Birmingham Moseley Rugby Limited

## JUDGMENT

1. The following allegations made by the Claimant are dismissed following withdrawal, the Claimant having advanced no reason why they should not be:

1.1. That a regular customer called Bruce, and his child, Will, asked the Claimant in August 2023 if it was her birthday as there were a large amount of Black people at the Club.

1.2. That she was told she would never be promoted due to her being Black, loud and hyper.

1.3. That there were comments about “Black man’s time” made on unspecified occasions by unspecified people (this does not prevent the Claimant from relying as background to her complaints on the allegation that on 23 August 2024 James Preston stated in the context that she had arrived early that it was not the usual “Black man’s time”).

1.4. That when new starters joined the Respondent’s employment it was said to her, “Bet you don’t like not being the only Black”.

1.5. That Michelle Jones had a criminal conviction.

2. This Judgment does not affect the Claimant’s complaints of unfair dismissal, race or pregnancy discrimination or victimisation, nor does it affect the other matters set out in my Case Management Orders on which she intends to rely as background to her complaints of race discrimination.

**Employment Judge Faulkner**  
Approved on: 3 October 2025

**Case Nos: 1311281/2024 and 6019343/2024**