



# THE EMPLOYMENT TRIBUNAL

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**SITTING AT:** LONDON SOUTH by CVP

**BEFORE:** EMPLOYMENT JUDGE MORTON

**BETWEEN:**

**Mr R Simpson**

**Claimant**

AND

**Natanya Mark (1)  
Local Senses (2)**

**Respondents**

**ON:** 28 November 2025

**Appearances:**

**For the Claimant:** In person

**For the Respondent:** Mr A McGrath, Counsel

## **Strike out judgment**

1. The Claimant's claims of breach of contract under Article 3 Employment Tribunals Extension of Jurisdiction Order 1996 (the "Order"), unlawful deduction from wages under s23 Employment Rights Act 1996 ("ERA"), and disability discrimination under sections 26 and 27 Equality Act 2010 (Equality Act") have no reasonable prospects of success and/or the Tribunal has no jurisdiction to hear them because:
  - a. The breach of contract/unlawful deduction from wages claim was brought outside the applicable statutory time limits in Article 7 of the Order and s111(2) ERA when it would have been reasonably practicable for the claim to have been brought in time;
  - b. The claim of victimisation under s27 Equality Act 2010 identified no protected act that could have formed the basis of such a claim;
  - c. The First Respondent was not the Claimant's employer for the purposes of any claim under the Order, the ERA or the Equality Act; and

- d. the Second Respondent was not a legal entity against whom any claim could be brought under any contract or any employment statute.
2. Accordingly, all of the Claimant's claims are either outside the Tribunal's jurisdiction or have no reasonable prospect of success and are struck out.

Employment Judge Morton  
Date: 30 November 2025

**Notes**

Reasons for the judgment 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.

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