



EMPLOYMENT TRIBUNALS

Claimant: Miss Jing Zhang

Respondent: Asda Express Limited

Heard at: Manchester Employment
Tribunal (by CVP)

On: 14th November 2025

Before: Employment Judge Thompson
(sitting alone)

JUDGMENT ON PRELIMINARY HEARING IN PUBLIC

1. The complaint of disability discrimination is struck out under Rule 38(1)(a) of the Employment Tribunal Procedure Rules 2024 because it has no reasonable prospect of success.
2. The complaint of unfair dismissal has little reasonable prospect of success pursuant to Rule 40 of the Employment Tribunal Procedure Rules 2024. The Claimant is ordered to pay a deposit of £200 (two hundred pounds) by no later than **21 days** of the date this order was sent to the parties as a condition of being able to advance this claim.
3. The complaint in relation to enhanced redundancy pay has little reasonable prospect of success pursuant to Rule 40 of the Employment Tribunal Procedure Rules 2024. The Claimant is ordered to pay a deposit of £200 (two hundred pounds) by no later than **21 days** of the date this order was sent to the parties as a condition of being able to advance this claim.
4. The judge has had regard to the available information as to the Claimant's ability to comply with the order in determining the amounts of the deposits.

Employment Judge Thompson

Date 17th November 2025

ORDER SENT TO
THE PARTIES ON

Date: 3rd February 2026

FOR THE TRIBUNAL OFFICE

(1) Any person who without reasonable excuse fails to comply with an Order to which section 7(4) of the Employment Tribunals Act 1996 applies shall be liable on summary conviction to a fine of £1,000.00.

(2) Under rule 6, if this Order is not complied with, the Tribunal may take such action as it considers just which may include (a) waiving or varying the requirement; (b) striking out the claim or the response, in whole or in part, in accordance with rule 37; (c) barring or restricting a party's participation in the proceedings; and/or (d) awarding costs in accordance with rules 74-84.

(3) You may apply under rule 29 for this Order to be varied, suspended or set aside.

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>

