



EMPLOYMENT TRIBUNALS

Claimant: S Baker

Respondent: Time & Talents Association

RECORD OF A PRELIMINARY HEARING

Heard at: London South Employment Tribunal by video

On: 18 March 2026

Before: Employment Judge Burge

Appearances

For the Claimant: In person

For the Respondent: Ms Wilkinson, Solicitor

JUDGMENT

It is the Judgment of the Tribunal that:

1. The claim is struck out under Employment Tribunal Rule 38(1)(a) because it has no reasonable prospect of success.
2. The final hearing listed to take place on 4 and 5 November 2027 is cancelled.

Employment Judge Burge

18 March 2026

Note

Summary reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request for either summary reasons or full reasons 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. If the claimant requests written summary reasons then the Tribunal may, if it considers it appropriate to do so, provide written full reasons.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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 at www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/