



EMPLOYMENT TRIBUNALS

Claimant: Mr W Saunders

Respondent: (1) BT Plc
(2) EE Limited

Heard at: Manchester (in public)

On: 30 April and 01 May 2026

Before: Employment Judge M Butler (sitting alone)

Representatives

For the claimant: Mr D Jones (of Counsel)

For the respondent: Miss a Defriend (of Counsel)

JUDGMENT ON STRIKE OUT AT PUBLIC PRELIMINARY HEARING

1. The following allegation of harassment related to sexual orientation has been struck out pursuant to Rule 38 of the Employment Tribunal Rules of Procedure 2024 for having no reasonable prospect of success:

“In November 2022 attacked the claimant and threw a phone at him, towered over the claimant repeatedly swearing at him and using the ‘F word’, the ‘C word’ and ‘N word’ repeatedly. (Josephine Ashcroft Hyatt). The claimant reported this but no action was taken by the respondent’s management.”

2. The remainder of the strike out/deposit order application is refused.

Approved by:

Employment Judge **M Butler**

Date_01 May 2026____

JUDGMENT SENT TO THE PARTIES ON

18 May 2026

FOR THE TRIBUNAL OFFICE

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/>