



EMPLOYMENT TRIBUNALS

Claimant: D Richardson

1st Respondent: Pubs and Inns Ltd
2nd Respondent: Mr SJR MacGregor
3rd Respondent: Urban Villages Limited

Heard at: Manchester (in private; By Video)

On: 23 January 2026

Before: Employment Judge Buzzard

REPRESENTATION:

Claimant: No Appearance

1st & 2nd Respondents: Mr SJR MacGregor (Director)
3rd Respondent: No Appearance. Claim not yet served.

STRIKE OUT JUDGMENT

All claims against Mr SJR MacGregor, the second respondent, are struck out.

REASONS

1. The claims pursued are all claims that can only be pursued against the claimant's employer.
2. The claimant was employed by the first respondent. That employment may have transferred to the third respondent.
3. Mr MacGregor was a director of the first respondent and there appears to be no reasonable prospect of establishing that employed the claimant in a personal capacity at any time. On that basis, there is no reasonable prospect of any of the claims pursued succeeding against Mr MacGregor.

4. Accordingly, all claims against Mr MacGregor as struck out.
5. The claimant's claims against the first respondent and the third respondent are not affected by this strike out judgment.

Approved by:

Employment Judge Buzzard

26 January 2026

Judgment sent to the parties on:

2 April 2026

For the Tribunal:

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. If written reasons are provided they will be placed online.

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/