



EMPLOYMENT TRIBUNALS

Claimant

Ms J. Smart

v

Respondent

High Point Solutions Ltd

Heard at: Bury St Edmunds (by CVP)

On: 11 June 2026

Before: Employment Judge M. Hunt

Appearances

For the Claimant: the Claimant attended without a representative

For the Respondent: Mr D. Campion

JUDGMENT

1. The Respondent's application to strike out the claim succeeds in part. The following complaints are struck out as the Tribunal does not have jurisdiction to determine them (having been brought too late).
 - a. All complaints brought under the Employment Rights Act 1996 and/or the Employment Tribunals Extension of Jurisdiction (England and Wales) Order 1994 and/or the Working Time Regulations 1998, notably:
 - i. unfair dismissal;
 - ii. whistleblowing detriment (to the extent pleaded);
 - iii. unauthorised deduction(s) from wages (including in respect of holiday pay);
 - iv. breach of contract (including wrongful dismissal).
 - b. The complaint to have suffered disability discrimination and/or harassment on the grounds of disability.
 - c. The complaint to have suffered victimisation.
 - d. All complaints to have suffered discrimination and/or harassment on the grounds of sexual orientation, except for those relating to alleged unfavourable treatment and/or unwanted conduct related to allegations made by her colleagues that the Claimant was promiscuous and/or with

regard to her sexual orientation. This part of the claim requires further clarification. For the avoidance of doubt, any specific complaint to have been dismissed for a discriminatory reason and/or that dismissal was an act of harassment has been struck out; the claim may only proceed in relation to actions culminating in (and including) the Claimant having been accused by her colleagues of taking drugs at a client event in or around February 2025.

**Approved by
Employment Judge M. Hunt**

Date: 11 June 2026

Sent to the parties on: 2 July 2026

For the Tribunal Office

Note

Summary reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request is presented by either party within 14 days of the sending of this written record of the decision.