



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 8000903/2025

Held in Glasgow on 15-16 June 2026

**Employment Judge Murphy
Tribunal Member Ashraf
Tribunal Member King**

Mr J Holland

**Claimant
In person**

Enigmatic Smile Ltd

**Respondent
Represented by:
Mr G Cunningham -
Counsel**

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

The unanimous judgment of the Tribunal is that:

- (1) The respondent's application dated 1 June 2026, heard at a hearing on 15 -16 June 2026 to strike out the claim is REFUSED.
- (2) The claimant's application dated 15 June 2026, heard at a hearing on 15 -16 June 2026 to strike out the response is REFUSED.

Notes

Summary reasons for the judgment having been given orally at the hearing on 16 June 2026 pursuant to Rule 64A(b)(i) of the Employment Tribunal Rules 2024, written summary 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.

Date sent to parties**19 June 2026**