



EMPLOYMENT TRIBUNALS

Heard at Croydon (by video) **On** 12 August 2026

Claimant Mr Ashley Freeman

Respondents (1) Mitie Limited
(2) Bank of England
(3) Amulet (Churchill Security Solutions) Limited

Before Employment Judge Eoin Fowell

Appearances

Claimant In person

Respondents (1) Jolene Charalambous of counsel
(2) Kerenza Davis of counsel
(3) Roman Scuplak, Associate, Shield HR

JUDGMENT ON A PRELIMINARY ISSUE

1. The claim against the second respondent (the Bank) is struck out as having no reasonable prospect of success. The claim involves a single complaint of unfair dismissal, but at no point was Mr Freeman employed by the Bank. Their only involvement was as the client who made a service provision change from one contractor, the first respondent, to another, the third respondent.
2. However, it is necessary for a fair disposal of these proceedings for the Bank to disclose documents relevant to the decision to remove Mr Freeman from the grouping of employees prior to the transfer. An order for third-party disclosure is contained in the Case Management Order sent to the parties following this hearing and is also served on the second respondent.
3. The application by the third respondent for an order striking out the claim against them is refused. It cannot be said that there is no reasonable prospects of success against them.

4. The claim will proceed to a hearing on **Tuesday, 3 November 2026**.

Employment Judge Eoin Fowell

Date 12 August 2026

Notes

Full 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>