Case No: 6042987/2025

EMPLOYMENT TRIBUNALS

Claimant: **James Shanks**

Respondent: **LHCM Ltd**

Venue: **London East ET (via CVP)**

Before: **Employment Judge G. King**

On: **28 July 2026**

Representation
For the Claimant: In person
For the Respondent: Mr M. Lansman - counsel

JUDGMENT

1. The Claimant's complaint of automatic unfair dismissal under section 103A of the Employment Rights Act 1996 is struck out pursuant to rule 38(1)(a) of the Employment Tribunal Procedure Rules 2024, on the ground that it has no reasonable prospect of success.

Approved by Employment Judge G. King
Date: 28 July 2026

Notes

Summary reasons for the judgment having been given orally at the hearing, 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 full 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/