



EMPLOYMENT TRIBUNALS

Claimant: Mr N Islam

Respondent: Pearl Forecourts Limited

Heard at: Manchester **On:** 12 May 2023

Before: Employment Judge Phil Allen (sitting alone)

Representatives

For the claimant: Mr I Hussain (a friend)

For the respondent: Ms I Baylis (counsel)

JUDGMENT

Having heard the respondent's strike out application, the judgment of the Tribunal is that:

1. The claim for failure to provide a statement of terms and conditions of employment is struck out because it has no reasonable prospect of success. The claim under section 1 of the Employment Rights Act 1996 and section 38 of the Employment Act 2002 is struck out.
2. The claim for breach of contract is struck out because it has no reasonable prospect of success.
3. The application to strike out the claims for discrimination and/or harassment arising from the text message of A Cotton on 15 June 2022 was refused.
4. The claimant's remaining claims will proceed to hearing as listed.

Employment Judge Phil Allen

12 May 2023

JUDGMENT SENT TO THE PARTIES ON

23 May 2023

FOR THE TRIBUNAL OFFICE

Notes

Reasons for this 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.

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