



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss S Bould

**Respondent:** L M Bateman & Company Limited

**Heard at:** Birmingham Employment Tribunal by CVP

**On:** 2 September 2020

**Before:** Employment Judge Cookson (sitting alone)

## Appearances

For the claimant: Did not attend

For the respondent: Mr Johnson (consultant)

## JUDGMENT

1. The claimant's claims of direct sex discrimination and harassment are dismissed in accordance with Rule 47 of the Employment Tribunal Rule of Procedure 2013 following her failure to attend today's hearing.

## REASONS

2. The hearing today was listed to determine if it would be just and equitable to extend time to allow the claimant's claims for direct sex discrimination and harassment under s13 and s26 of the Equality Act 2006 to continue despite having been submitted outside the primary statutory time limit. Today's open preliminary hearing was listed at a case management preliminary hearing held before Employment Judge Flood on 20 May 2020 which the claimant did not attend. The case management summary notes that Employment Judge Flood was satisfied that the claimant had received advance notice of that preliminary hearing.
3. No request for the open preliminary hearing today to be adjourned was made by the claimant but it is clear from a document sent to the respondent that she was aware of the case management orders made at the case management preliminary hearing which included details of today's hearing.

4. The claimant did not attend today's hearing. She did not contact the tribunal to explain her failure to attend. The start of the hearing was delayed to enable attempts to be made by tribunal staff to contact the claimant by telephone and by email, but there was no answer or response from her.
5. In the circumstances, I am satisfied that it is appropriate to dismiss the claimant's claim in accordance with Rule 47 in light of her failure to attend without proper explanation.

**Employment Judge Cookson**  
4 September 2020