



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr P Lovis

**Respondent:** Future Academies Trust

## RECORD OF A PRELIMINARY HEARING

**Heard at:** Watford (CVP) **On:** 25 April 2024

**Before:** Employment Judge G D Davison

### Appearances

For the claimant: No attendance, no legal representative attended

For the respondent: Mrs S Dhillon, Solicitor

## JUDGMENT

1. The claimant is to pay the respondent's costs of £500.

## REASONS

1. The costs provisions are in rules 74 to 84, schedule 1, Employment Tribunals (Constitution and Rules of Procedure) regulations 2013, as amended. "Costs" includes any fees, charges, disbursements or expenses including witness expenses incurred by or on behalf of the receiving party, rule 74(1).
2. The power to make a costs order is contained in rule 76. Rule 76(1) provides,

"A tribunal may make a costs order or a preparation time order, and shall consider whether to do so, where it considers that –

  - (a) a party (or that party's representative) has acted vexatiously, abusively, disruptively or otherwise unreasonably in either the bringing of the proceedings (or part) or the way that the proceedings (or part) have been conducted ; or
  - (b) any claim or response had no reasonable prospect of success."



3. The claimant did not attend the previous preliminary hearing. The claimant did not comply with Orders made, nor did he, or a representative attend the preliminary hearing listed today. I find this conduct unreasonable and make the above order for costs for the respondent's preparation time for today's hearing.

Employment Judge G D Davison

25 April 2024

Sent to the parties on:

29/4/2024

For the Tribunal Office:

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