



EMPLOYMENT TRIBUNALS

Claimant: Ryan Aves

Respondent: Malmaison Trading Limited

Heard at: Bristol ET (via CVP) **On:** 26 March 2025

Before: Employment Judge G. King

Representation

For the Claimant: Did not attend

For the Respondent: Mr P. Olszewski - solicitor

JUDGMENT

1. The Respondent's application for the Claimant's claims of discrimination on the grounds of disability and unlawful deductions from wages to be struck out is granted.
2. The Claimant did not attend the hearing today. Two phone calls were made to the Claimant, but these rang and then the line went dead. The Tribunal is satisfied that the Claimant had adequate notice of the hearing and had the opportunity to attend if he wished.
3. The Claimant has not responded to any communication from the Respondent's solicitors nor from ACAS.
4. The Claimant did not respond to the Employment Tribunal's letter of 16 December 2024, nor has he complied with the Employment Tribunal's directions of 9 January 2025.
5. The Claimant claims are therefore struck out under Rule 38 on the grounds that there has been non-compliance with an order of the Tribunal, and that the claim has not been actively pursued.

Employment Judge G. King
Date: 26 March 2025

JUDGMENT SENT TO THE PARTIES ON
16 April 2025

Jade Lobb
FOR THE TRIBUNAL OFFICE

Notes

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](https://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/>