



EMPLOYMENT TRIBUNALS

Claimant: Daniel Twigg

Respondent: JLP Cosmetics Limited

**Record of a Preliminary Hearing by CVP
at the Employment Tribunal
Audio Recorded by CVP**

Heard at: Nottingham

Heard on: 5 August 2025

Before: Employment Judge Hutchinson (sitting alone)

Appearances:

Claimant: In person

Respondents: Mr Hulks, Litigation Consultant

JUDGMENT

The Employment Judge gave judgment as follows:

1. The Tribunal does not have jurisdiction to hear the claim of unfair dismissal. It is dismissed.
2. The Tribunal does not have jurisdiction to hear the claim of disability discrimination. It is dismissed.
3. The hearing listed for 7, 9 and 10 September 2026 is hereby cancelled.

Employment Judge Hutchinson

Date: 11 August 2025

JUDGMENT SENT TO THE PARTIES ON:

.....19 August 2025.....

.....

Note

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 shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

"Recordings 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/>

