



# EMPLOYMENT TRIBUNALS

**Claimant:** Dr H H Al-Ayfari

**Respondent:** Sandwell College (1)

Dovetail and Slate Ltd (2)

**Heard at:** Birmingham via CVP

**On:** 10/07/2025

**Before:** Employment Judge Swann

## **Representation**

Claimant: No appearance

Respondent: 1<sup>st</sup> Respondent Mr B Wood Solicitor

2<sup>nd</sup> Respondent Ms Stead HR Manager

## **JUDGMENT AT AN PUBLIC PRELIMINARY HEARING**

**The judgment of the tribunal is that the claims are hereby struck out in accordance with rule 38(1)(c) of the Employment tribunal procedure rules 2024**

## **Reasons**

By a notice of hearing submitted to the parties on the 6 May 2025 this case was set down by the tribunal for a public Preliminary hearing today for the tribunal to consider whether or not it was just and equitable to extend the time limits for presenting the claims against both respondents and to deal with any other preliminary issues that the tribunal deemed appropriate

The Claimant was specifically ordered to comply with the following orders:

- 1. No later than 21 days before the preliminary hearing the claimant must send the respondents and the Tribunal a pdf file containing:**
  - (a) a signed witness statement setting out all the facts on which the claimant relies in support of the application for an extension of time; and (b) copies of any documents relevant to that application.**

At the hearing today there was no appearance by the claimant and no explanation for his failure to attend. The claimant had failed to comply with the

above referred orders and had failed to supply the ordered pdf file or a witness statement to either of the respondents or the tribunal. On the application of the respondents the claims against both respondents are therefore struck out

Approved by  
Employment Judge Swann  
Date 10/07/2025

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.