



EMPLOYMENT TRIBUNALS

Claimant: Mr D Ashton

Respondent: Poppies Europe Limited

Heard at: Liverpool Employment Tribunal **On:** 5 September 2025

Before: Employment Judge Barker

REPRESENTATION:

Claimant: No attendance

Respondent: Mrs Molloy, solicitor

JUDGMENT

The claims were dismissed due to the non-attendance of the claimant.

REASONS

1. This hearing was listed as a case management hearing to clarify the claims, set a date for the final hearing and make case management orders to help the parties to prepare for that final hearing.
2. The claimant did not attend. The hearing was due to start at 2.15pm. The Tribunal waited until 2.35pm for him to attend. The clerk telephoned the claimant but was unsuccessful in speaking to him. The clerk emailed the claimant at 2.29pm and received a reply at 3.10pm that said that he was “having trouble” with his phone, and would not be attending in person as “my anxiety is at a point that I can no longer get on public transport”.
3. It is clear from the case file that the claimant has not engaged with the claim since he submitted his claim form in February 2025. The respondent had attempted to engage with him to prepare for this hearing and he had not responded. Employment Judge Shotter had written to him in March 2025

warning him that his unfair dismissal claim may be struck out as he had less than 2 years' service, and asked him for a response. He has not replied.

4. The claimant did not notify the Tribunal or the respondent in advance that he would not be attending today. The Tribunal's time and the respondent's time have been wasted as a result.
5. The claimant has not actively engaged in his claims and did not attend today. His claims are therefore dismissed.

**Approved by Employment Judge
Barker**

5 September 2025

Judgment sent to the parties on:

16 October 2025

For the Tribunal:

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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/>