



EMPLOYMENT TRIBUNALS

Claimant
Mr W Liaquat

Respondent
Serco Ltd

HEARING BY CVP

Heard at: Leeds by CVP

On: 3 November 2025

Before: Employment Judge Davies

Appearances

For the Claimant:

Did not attend

For the Respondent:

Ms A Parker (In house solicitor)

JUDGMENT

1. Serco Ltd is substituted as the correct Respondent to this claim.
2. This claim is dismissed in full pursuant to Employment Tribunal Rule 47.

REASONS

1. This claim was presented in the Leeds Employment Tribunal on 25 October 2023 and was listed for a preliminary hearing in February 2024.
2. The preliminary hearing was postponed by the Tribunal. It was not re-listed, until the Respondent's representative contacted the Tribunal for an update in October 2025. The Claimant did not contact the Tribunal during that period. Today's hearing was then promptly listed. The Tribunal corresponded with the Claimant using the same email address with which it had previously communicated with him. The Respondent sent him a preliminary hearing file and other emails. Those emails did not bounce back. Neither the Tribunal nor the Respondent has heard from the Claimant. He did not attend the hearing this morning. The Tribunal called him on the mobile number provided in the claim form but it was not answered.
3. I consider that it is in accordance with the overriding objective to dismiss the claim under Tribunal Rule 47. The Claimant has not taken any steps to pursue his claim since February 2024. He has not attended the hearing today. Furthermore, on the face of it, I have concerns about the merits of the claims he is bringing. He did not have the qualifying service to bring a complaint of ordinary unfair dismissal and there is on the face of it a clear and obvious explanation for his dismissal that is unconnected with race. In all

those circumstances, it is consistent with the overriding objective to dismiss the claim.

Employment Judge Davies

3 November 2025

Sent to the parties on:

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For the Tribunal:

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