



EMPLOYMENT TRIBUNALS

Claimant: Mr S Leigh
Respondent: Tank Consult Ltd
Heard at: Sheffield (by video link)
On: 27 November 2025
Before: Employment Judge James

Appearances

For the claimant: Did not appear and was not represented
For the respondent: Mr N Stringer, Managing Director

JUDGMENT

(1) The claimant's claims are dismissed under Rule 47 The Employment Tribunal Procedure Rules 2024.

REASONS

1. This is the second hearing that the claimant has failed to attend, without any explanation being given or contact with the Tribunal beforehand. Judge James determined that it was not appropriate to adjourn this hearing again, in the absence of any explanation from the claimant for his non-attendance and his failure to actively pursue the claim.
2. The notice of hearing sent to the parties on 22 July 2025, made it clear to the claimant that if he had difficulties attending a rearranged hearing, he would have to seek a postponement in advance, supported by medical evidence. The claimant has not asked for a postponement, nor has he provided any medical evidence to explain his non-attendance at this hearing.
3. It is not appropriate to proceed in the claimant's absence under Rule 47 of The Employment Tribunal Procedure Rules 2024, since the whole point of this hearing is to clarify what the claimant claims are about, this is the

second hearing arranged for that purpose and it is not possible to clarify the claims without him being present.

4. Mr Stringer asked the Tribunal to dismiss the claim. Judge James concluded that was the most just outcome, in the circumstances.

Employment Judge James
North East Region

Dated 27 November 2025

Sent to the parties on:

28 November 2025

For the Tribunals Office

Public access to employment tribunal decisions

All judgments (apart from those under rule 52) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

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/>