



# **EMPLOYMENT TRIBUNALS**

**Claimant:** Mr J Kouzon

**Respondent:** Churchill Group

**Heard at:** Watford Employment Tribunal (in private; by video)

**On:** **14 November 2025**

**Before:** Employment Judge Quill (sitting alone)

## **Appearances**

For the claimant: No appearance or representation

For the respondent: Mr R Scuplak, associate

# **JUDGMENT**

1. The claim is dismissed in accordance with Rule 47. All future hearing dates are cancelled.
2. Reasons were given orally and written reasons will only be supplied if there is a written request within 14 days of the date this judgment is sent to the parties.
3. Any party seeking reconsideration should do so promptly, and by no later than the time limits set out in the rules. In the case of the claimant, any application for reconsideration should explain his reasons for non-attendance.

Approved by:

**Employment Judge Quill**

Date: 14 November 2025

JUDGMENT SENT TO THE PARTIES ON

8 December 2025

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FOR THE TRIBUNAL OFFICE

**Public access to employment tribunal decisions**

Judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case. If there are written reasons for the judgment, they are also published. Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

**Recording and Transcription**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording. You will be required to pay the charges authorised by any scheme in force unless provision of a transcript at public expense has been approved.

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/>