



## EMPLOYMENT TRIBUNALS

**Claimant:** Mrs L Le Roux

**Respondent:** Santander UK

## JUDGMENT

The claim is struck out.

## REASONS

1. The Tribunal wrote to the Claimant on 7 January 2026 warning them that the Tribunal was considering striking out the claim. This was because it appeared to the Tribunal, applying Rule 38 of the Employment Tribunal Procedure Rules 2024, that:
  - the Claimant had not complied with the Order of the Tribunal dated 15 August 2025; and
  - the claim had not been actively pursued.
2. The letter gave the Claimant an opportunity to explain why the claim should not be struck out, or to request a hearing at which to do so. The Claimant has not replied.
3. I am satisfied that the grounds for striking out the claim under Rule 38 apply, and that it would be in accordance with the overriding objective in Rule 3 to strike out the claim. This is because a fair hearing is not possible if the Claimant does not engage on the matter of disclosure.
4. The claim is therefore struck out.

Approved by:

**Employment Judge Graham**  
**4 February 2026**

JUDGMENT SENT TO THE PARTIES ON

4 February 2026

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FOR THE TRIBUNAL OFFICE