



EMPLOYMENT TRIBUNALS

Claimant: Mr P Hughes

Respondent: SWGR

JUDGMENT

The claim is struck out.

REASONS

1. The Tribunal wrote to the claimant on 28 August 2025 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 claim has no reasonable prospect of success.
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.
4. The claim is therefore struck out.

Approved by:

Employment Judge Ainscough

9 December 2025

JUDGMENT SENT TO THE PARTIES ON
25 February 2026

FOR THE TRIBUNAL OFFICE