



EMPLOYMENT TRIBUNALS

Claimant: Mr D Bradley

Respondent: ECM (Vehicle Delivery Service) Limited

Heard at: Birmingham by CVP **On:** 16 & 17 March 2026

Before: Employment Judge Power

Representation

Claimant: in person/Mr Pollard, lay representative

Respondent: Mr Crowe, solicitor

PRELIMINARY HEARING IN PUBLIC JUDGMENT

The judgment of the Tribunal is as follows:

1. The respondent applied to strike out the claimant's claim on the grounds that the manner in which proceedings have been conducted by the claimant has been scandalous, unreasonable or vexatious pursuant to Rule 38(1)(b) of the Employment Tribunal Rules of Procedure 2024. That application is refused.
2. The claimant applied to strike out the respondent's response on the grounds that the manner in which proceedings have been conducted by the respondent has been scandalous, unreasonable or vexatious pursuant to Rule 38(1)(b). That application is refused.
3. The claimant's applications for costs pursuant to Rule 74 and wasted costs pursuant to Rule 78 are refused.
4. A Case Management Order is provided to the parties separately.

Approved by:
Employment Judge Power
17 March 2026

Notes

All judgments (apart from judgments under Rule 51) 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.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/