



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No 8001677/2025

Held in Edinburgh on 11 March 2026

Employment Judge: M Sutherland

5 **Sarah Waugh**

Claimant

No appearance

10 **Glasgow City Council**

Respondent

Represented by

G O'Neill, Solicitor

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

15 The judgment of the Tribunal is that the claim is dismissed under Rule 47 of the
Employment Tribunals (Constitution and Rules of Procedure) Regulations 2024 for
failure to attend or be represented at the final hearing.

REASONS

20 1. The claimant had presented various complaints including for disability
discrimination. A case management preliminary hearing had been listed for
today. The claimant did not attend. The respondent had professional
representation.

Non-attendance of a party

25 2. The respondent made an application for the case to be dismissed due to the
non-attendance of the claimant under Rule 47 if the Employment Tribunal
Rules 2024.

3. In determining the application for dismissal the following is noted:

30 4. A Preliminary Hearing for case management was fixed to take place by cloud
video platform on Thursday 2 October 2025. The claimant did not join the
hearing and did not contact the tribunal to explain. On 3 October a strike out
warning was issued to the claimant. On 9 October the claimant apologised for
not joining the hearing due to ongoing issues with her phone and internet,
sought an alternative hearing date and undertook to set up alternative options
as back-up for the hearing. On 24 October it was determined that the case
will proceed to a further Case Management Preliminary Hearing(CMPH)
35 which the Claimant will be expected to attend and participate in and if the
Claimant has further technical difficulties on a Hearing Day she must contact
the Tribunal immediately to confirm the nature of the problem

5. A notice of today's final hearing was issued to parties on 26 November 2025. On 2 December the claimant replied to this email advising a change of email address.
- 5 6. The claimant failed to join today's hearing and failed to contact the tribunal despite the prior direct to do so. The clerk attempted to contact the claimant by phone and by email without success.
7. The claim contains a very brief narrative and it is not reasonably practicable to infer the specific complaints being brought. The claimant was previously required to complete an Agenda providing further particulars of her complaints and failed to do so. That request was repeated by the respondent. It was not
10 therefore possible to progress the hearing in her absence.
8. In the circumstances it was considered to be in furtherance of the overriding objective for the claim to be dismissed under Rule 47.
9. It is open to the claimant to make an application seeking reconsideration of
15 this dismissal judgment. Any such application should be made within 14 days setting out why it is necessary in the interests of justice and should include an explanation as to why she failed to attend the hearing, why she failed to seek a postponement if she was unfit to attend, why she had not set up alternative options as previously undertaken by her if she continued to have problems
20 with her phone and/or internet.

Date sent to parties: 16 March 2026