



EMPLOYMENT TRIBUNALS

Claimant: Mr G Elder

Respondent: Royal Mail Group Limited

Heard at: Leeds (By Video) **On:** 22nd April 2026

Before: Employment Judge Edwards

Representation

Claimant: Did not attend

Respondent: Ms A McGovern (Solicitor)

JUDGMENT

The Tribunal having made enquiries and considered the information available:

1. The claimant's claim for failure to make reasonable adjustments is dismissed under rule 47 for non-attendance.

REASONS

2. The claimant failed to attend a hearing scheduled for 2pm on 22nd April 2026.
3. At 2pm the clerk telephoned the claimant on the mobile phone number contained in the ET1. The number failed to connect and was an unavailable number.
4. On review of the Tribunal's file there has been no contact from the claimant since the claim was issued.
5. The hearing was initially listed for 11th June 2025 but the Tribunal were informed by the respondent that the claimant was in custody and due to attend a court hearing at the end of June 2025.
6. The respondent informed the Tribunal that the claimant was given a prison sentence in June 2025 and he may have been due for release in February 2026.
7. The respondent has attempted to make contact with the claimant recently but has had no response or other contact from the claimant.
8. There is nothing on the Tribunal file to indicate the reason for non-attendance at the hearing.

Approved by:

Employment Judge Edwards

22nd April 2026

Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision. If written reasons are provided they will be placed online.

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/