



# EMPLOYMENT TRIBUNALS

**Claimant:** Karen Elliott

**Respondent:**

1. Medina Healthcare
2. Isle of Wight NHS Trust
3. The Bay Medical Practice

## JUDGMENT

The claim is struck out.

## REASONS

1. The Tribunal wrote to the claimant on 23<sup>rd</sup> March 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 3<sup>rd</sup> December 2025.
  - The claim had not been actively pursued.
2. The letter of 3 December 2025 required the claimant to provide a disability impact and medical statement and also drew to the claimant's attention the fact that the claim appeared to have been presented out of time and to bring a claim of unfair dismissal it was necessary to have two years qualifying service. The claimant did not reply to that letter.
3. The letter of 23 March 2026 gave notice that tribunal was considering striking out the claim because the claimant had not provided medical evidence or a disability impact statement. 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.
4. I have considered whether a strike out judgement should be limited to the disability discrimination claim since the failure to provide a disability impact

statement and medical evidence only relates to that part of the claim. However given the failure by the claimant to reply to the letter of 23 March 2026 and the letter of 3 December 2025, I have concluded that the claimant is not actively pursuing any of her claim and therefore, in accordance with the letter of 23 March 2026, the entire claim should be struck out on the basis that it is not being actively pursued.

5. It is in accordance with the overriding objective in Rule 3 to strike out the claim.
6. The claim is therefore struck out.
7. The hearing on 25<sup>th</sup> June 2026 will not take place.

Approved by:

**Employment Judge Dawson**  
**Date: 15 April 2026**

JUDGMENT SENT TO THE PARTIES ON  
24 April 2026

Jade Lobb  
FOR THE TRIBUNAL OFFICE