



EMPLOYMENT TRIBUNALS

Claimant: Mr V Coles

Respondent: First Group PLC

JUDGMENT AT A PRELIMINARY HEARING

1. The Claimant has not materially complied with the Unless Order dated 20 August 2025 (“the Unless Order”) and accordingly, subject to paragraph 2 below, all of his claims of disability discrimination stand dismissed in accordance with the Unless Order.
2. It is in the interests of justice to set aside the automatic dismissal of the claims of disability discrimination for failure to comply with the Unless Order. The Claimant is granted relief from sanctions and is therefore entitled to proceed with his disability discrimination claims (subject to consideration of time limits at final hearing).
3. The Claimant’s unfair dismissal claim was not presented within the applicable time limit, but it was not reasonably practicable to do so. The unfair dismissal claim was presented within a further reasonable period. The Claimant’s unfair dismissal claim will therefore proceed.

Case management Orders for the final hearing are given separately.

Employment Judge Youngs
11 April 2026

JUDGMENT SENT TO THE PARTIES ON
05 May 2026

Note: Summary reasons for the decision having been given orally at the hearing, written summary reasons will not be provided unless a written request is received from either party within 14 days of the sending of this record of the decision.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. 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:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>