



EMPLOYMENT TRIBUNALS

Claimant: Mr H Tehranchi

Respondent: Alec Reed Academy Enterprise Limited

RECORD OF A PRELIMINARY HEARING

Heard at: Bury St Edmunds (by video, in private) **On:** 08 April 2026

Before: Employment Judge T Brown

Appearances

For the claimant: Not present or represented

For the respondent: Mr L Austin, counsel

JUDGMENT

ON the claimant failing to attend or be represented at today's preliminary hearing; and
ON the Tribunal being satisfied that the claimant had been sent and had received the notice of today's preliminary hearing; and

ON enquiries having been made about any reasons for the claimant's non-attendance;
and

ON those enquiries revealing no correspondence or communication from the claimant explaining his non-attendance at the hearing, or seeking a postponement of the hearing;
and

ON noting the claimant's expressed preference at section 1.11 of his ET1 for non-remote hearings, but the absence of any request by him for an in-person preliminary hearing, nor any explanation why he would not be able to take part in a remote hearing; and
ON the claimant having failed to comply with the Tribunal's order dated 03 September 2025;
and

ON the claimant having failed to respond to an email from the respondent's representative, highlighting the Employment Tribunal's 03 September 2025 order; and
ON the claimant having failed to respond to the Tribunal's notice dated 01 February 2026, to explain why the claim should be struck out because of his non-compliance with the 03 September 2025 order; and

ON considering the respondent's email to the Tribunal dated 24 February 2026; and
ON considering the claimant's claim form, which is wholly unparticularised; and

ON considering the respondent's case management agenda and draft list of issues, which were sent to the claimant, but which the claimant has not engaged with; and ON considering all of the information available to the Tribunal, namely the Tribunal file and a 159-page bundle of documents prepared by the respondent; and ON considering rule 47 of the Employment Tribunal Procedure Rules 2024, and being satisfied that its conditions are met, and that it is in the interests of justice to dismiss the claim in the circumstances;

(1) The claimant's claim is hereby dismissed.

Approved by:

Employment Judge T Brown

08 April 2026

Sent to the parties on:

19 May 2026

For the Tribunal:

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