



EMPLOYMENT TRIBUNALS

Claimant

Mr A Younis

v

Respondent

Henry Taylor Tools Ltd

Heard at: Sheffield (by video link)

On: 8 May 2026

Before: Employment Judge James

Representation

For the Claimant: Did not appear and was not represented

For the Respondent: Mr P Wragg, owner and Managing Director

JUDGMENT

- (1) The claimant's claims to the tribunal are dismissed, pursuant to Rule 47 of The Employment Tribunal Procedure Rules 2024, because of the claimant's failure to attend the hearing.

REASONS

1. The hearing was listed to start at 2.00pm this afternoon. Notice of Hearing was sent on 5 November 2025, 6 months ago.
2. At the commencement of the hearing, Mr Wragg was present, but the claimant was not. The clerk therefore telephoned the claimant who explained to the clerk that he had made an application to postpone, because an independent person had been appointed to hear his grievance appeal, and he wanted to allow the grievance appeal process to conclude, prior to the hearing. The claimant was told that the hearing was proceeding, but said that he could not attend.
3. The claimant had not received a response to his application to postpone. Mr Wragg had also made an application to postpone, but had not received a response either. Judge James apologised for the fact that responses were not received.

4. However, in the absence of any agreement to postpone, Mr Wragg attended the hearing and was ready and able to proceed. Had Mr Younis attended, the tribunal could have determined the issues in the case. The claimant should have ensured that he was still available too.
5. In the circumstances, the options were to agree to a postponement; deal with the case in the claimant's absence under rule 47; or dismiss the claim under rule 47.
6. Judge James did not consider it was appropriate to postpone the hearing. Judge James had prepared for the hearing, the issues are straightforward and Mr Wragg was ready to proceed.
7. Mr Wragg invited the Judge to dismiss the claim. Judge James considers that in the circumstances, that is the just and fair decision. The hearing has been listed for months, tribunal time has been taken up preparing for, and being ready to proceed with the hearing today, Mr Wragg was ready to proceed, even though he had only returned from holiday abroad at 7.00 am this morning, and the claim is of relatively low value. The claimant should have attended the hearing and been ready to proceed.
8. The decision was therefore taken to dismiss the claim under rule 47.

Employment Judge James
North East Region

Dated 8 May 2026

Sent to the parties on:

.....12 May 2026.....

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For the Tribunals Office

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Recording and Transcription

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