



EMPLOYMENT TRIBUNALS

Claimant: Debbie Ellis

Respondent: SCI Environmental Ltd

Heard at: West Midlands (in person) **On:** 24th 25th August 2026

Before: Employment Judge Steward

Representation

Claimant: In Person but did not attend

Respondent: Mr McMillian (Counsel)

JUDGMENT

The Claim for Direct Discrimination due to Age is Dismissed
The Claim for Harassment due to Age is Dismissed

REASONS

1. This matter was listed for Final Hearing on the 24th 25th and 26th August 2026. On the morning of the 24th August 2026 the Tribunal received an email from the Claimant ('C') saying she was unwell and could not attend the hearing in the morning and that she had not received a bundle.
2. I sent, via the Tribunal staff, an initial email enquiring whether the C could attend at any point that day and also requesting a medical note to excuse her attendance from either part or all of the 24th August 2026. I asked for a response before 11.30am if possible.

3. The Respondents ('R') Counsel Mr McMillian informed me that they had also received this email. He stated that the C had been involved in the exchange of witness statements over the course of the 24th and 25th February 2026 and that she had received a copy of the bundle on the 25th February 2026 for which she had replied to the R with an email saying 'Thank you'. The R had sent another copy of the bundle to the C on the morning of the 24th August 2026 when they had received her email.
4. I informed the R that I intended to email the C and inform her that I was prepared to adjourn the case to the morning of the 25th August 2026 at 11.30am for her to attend and to provide the Tribunal with some medical evidence. If she failed to attend or contact the Tribunal the case may proceed in her absence. The R agreed to this course of action. The Tribunal staff also contacted the C by telephone but the call went to voice mail.
5. The C failed to attend at 11.30am on the 25th August 2026 and did not correspond with the Tribunal staff or the R.
6. In the circumstances the R made an application for the C case to be dismissed and I agreed with that course of action dismissing both claims against the R. The R reserved its position on costs.

Employment Judge **Steward**

Date 25th August 2026.

Curtis Burr
FOR THE TRIBUNAL OFFICE