



EMPLOYMENT TRIBUNALS

Claimant: Miss R Saunders

Respondent: Home Office

Heard at: Cardiff

On: 21st August 2026

Before: Employment Judge Williams

REPRESENTATION:

Claimant: Did not attend

Respondent: Mr Kinsey, Counsel

Preamble

1. The matter was listed as a public preliminary hearing to consider the issue of time limits, namely whether the claims of unfair dismissal and disability discrimination, which had been brought out of time, should be permitted to proceed.
2. The Claimant did not attend. At 09.49am she e-mailed the Tribunal and Respondent requesting a postponement of the hearing on the grounds that she is unfit to attend due to her mental health and that she would be in touch once her health improves. She produced no evidence, including medical evidence, to support what she says about her fitness to deal with legal proceedings. She referenced not being able to secure legal representation but the claim has been ongoing since April 2026 and relates to matters arising from her employment which ended in May 2025.
3. This is against a background of broader non-engagement since submitting the claim. On 17th July 2026, a notice of hearing was issued requiring the Claimant to send to the Respondent and Tribunal a Witness Statement and any evidence on which she intends to rely relevant to time limits at least 21 days prior to the hearing. She did not do so. The Respondent emailed her on 6th August and 14th August but she did not respond.
4. The Claimant's claim form does not particularise what she says her disability is for the purposes of her claim of disability discrimination. In her claim form and her application for a postponement the Claimant references poor health and

poor mental health but does not specify what is meant by this and no medical evidence has been provided despite having had the opportunity to produce evidence by way of the Tribunal's directions of 17th July 2026.

5. The Claimant has been aware since she submitted her claim form of the need to persuade the Tribunal to allow her claims to proceed out of time but has done nothing to attempt to do so, and despite being given the appropriate notice of this hearing she has not informed either the Respondent or the Tribunal of any reason she could not comply with the directions in that notice of hearing until her postponement application 11 minutes before this hearing was due to start.
6. In light of the above background, I concluded it was appropriate to refuse the request for a postponement on the grounds that there was insufficient evidence to satisfy me that there were exceptional circumstances to justify postponing on an application made less than 7 days prior to the hearing, pursuant to Rule 32(2)(c) Employment Tribunal Procedure Rules 2024. In particular, there was no medical evidence of long-term illness or disability which would preclude the Claimant from engaging with the proceedings since submitting her claim form or from attending this hearing.
7. The Claimant had therefore failed to attend the hearing or be represented at the hearing. I determined it was appropriate, taking into account all of the information available to me and the factors set out above, to dismiss the claim pursuant to Rule 47 Employment Tribunal Procedure Rules 2024.

JUDGMENT

1. The claim is dismissed.

Approved by:

Employment Judge Williams

21 August 2026

Judgment sent to the parties on:

14 September 2026

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For the Tribunal:

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Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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 at www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/