



EMPLOYMENT TRIBUNALS

Claimant: Alhagie B Saidy

Respondent: Dolphins Homes Ltd

JUDGMENT

The claim is struck out.

REASONS

1. The Tribunal wrote to the claimant on 03 August 2026 warning them that the Tribunal was considering striking out the claim. This was because it appeared to the Tribunal, applying Rule 38 of the Employment Tribunal Procedure Rules 2024, that the claim had not been actively pursued and had no reasonable prospects of success.
2. The letter asked the claimant to provide the following:
 - (a) *an explanation for his non-attendance on 26 March 2026 and confirmation that he wishes to pursue his claims, if he does;*
 - (b) *the details of any disclosures he made which are qualifying disclosures under section 43B(1) of the Employment Rights Act 1996;*
 - (c) *why he says, if he does, that his dismissal was an act of race discrimination; can he point to someone of a different race who was treated differently? If so, who was that and what was the different treatment?*
3. I am satisfied that the grounds for striking out the claim under Rule 38 apply, and that it would be in accordance with the overriding objective in Rule 3 to strike out the claim. This is because the claimant has not answered points (b) and (c) as requested.
4. The claim is therefore struck out.

Approved by:
Employment Judge Smail
16 September 2026

JUDGMENT SENT TO THE PARTIES ON
5 October 2026