



EMPLOYMENT TRIBUNALS

Claimant: Ms Christine Grant

Respondent: Hales Group Plc

RECORD OF A PRELIMINARY HEARING

Heard at: Leeds (in public by videolink)

On: 16 October 2026

Before: Employment Judge R S Drake

Appearances

For the Claimant: No Attendance

For the Respondent: Mr L Stott (legal consultant)

JUDGMENT

1. The Claimant's claims of disability discrimination under the Equality Act 2010 ("EqA") and of unfair dismissal under Section 98 of the Employment Rights Act 1996 ("ERA") and of Public Interest Disclosure detriment under section 47B ERA are dismissed under Rule 47 of the Employment Tribunals Rules of Procedure 2024 (as amended) ("the ET Rules") because of the Claimant's non-attendance at the preliminary hearing on 24 April 2026, failing to show cause for non-attendance at that hearing, and for non-attendance at today's adjourned hearing.

SUMMARY REASONS

2. I heard oral submissions from Mr Stott for the Respondents.
3. I noted the Claimant's failure to engage with the Tribunal and with the Respondents since the promulgation of the Orders I made on 24 April 2026.
4. Rule 47 provides as follows:

"If a party fails to attend or to be represented at a hearing, the tribunal may dismiss the claim or proceed with the hearing in the absence of that party. Before doing so, it must consider any information which is available to it, after any inquiries that may be practicable, about the reasons for the party's absence."

5. I reached my conclusions for the following reasons:

- 5.1 I had made Orders on 24 April 2026 that the preliminary hearing of that date be adjourned to today's date, but the parties must each file or resubmit case management agendas and draft lists of issues on or by 10 July 2026, and that the claimant must by 11 July 2026 show cause in writing why she failed to attend that hearing and why her claim should not be struck out for that reason;
- 5.2 The Claimant has not complied with my Orders and indeed has not attended today;
- 5.3 The Claimant has neither engaged with the Tribunal in respect of the Orders with which she was required to comply and nor has she attended to today to give an explanation for non-attendance 24 April 2026;
- 5.4 Indeed further, the Claimant has not applied for postponement of today's hearing and I have no reason to doubt that she was made aware of it and sent a link to be able to log in. Her non-attendance today engages Rule 47 of the ET Rules;
- 3.5 I noted that Mr Stott advised that the Respondents had received no meaningful communication from the Claimant or any sign that she was actively pursuing the claim since the preliminary hearing on 24 April 2026 and that the last actual contact between the parties face to face was in May 2025 in any event. This mirrored the complete absence of engagement by the Claimant with the tribunal itself since 24 April 2026.

6. Had this been a case in which an application for strike out under Rule 38 had been before me in a public hearing, I would have made such an order because of the Claimant's non-compliance with my earlier Case Management Orders and her failure to pursue the case.

7. The claims are therefore **dismissed** under Rule 47 of the ET Rules.

Employment Judge R S Drake

Signed 16 October 2026

Note

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.

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