



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Partho Roy  
**Respondent:** Howden Joinery Limited  
**Heard at:** East London Hearing Centre  
**On:** 23 October 2024  
**Before:** Regional Employment Judge Burgher

## Appearances

**For the Claimant:** Did not attend  
**For the Respondent:** Mr Dunn (Counsel)

## JUDGMENT

- 1 The Claimant's claims are struck out pursuant to rules 37(1)(c) and 37(1)(d) of the Employment Tribunal rules.
- 2 The Claimant has failed to comply with ET orders of 26 July 2024 and 1 October 2024.
- 3 Further, the Claimant has not actively pursued the claim. Specifically, he has:
  - 3.1 failed to comply with Employment Tribunal orders of 26 July 2024 and 1 October 2024;
  - 3.2 failed to make any representations in respect of the Respondent's strike out application dated 6 September 2024 despite having been invited to do so;
  - 3.3 failed to respond to the Respondent's correspondence or provide them with a copy of the covert recording which is central to the uncompromising allegations made;
  - 3.4 failed to attend the hearing or provide any reason for his non-attendance.

- 4 I consider that it is in accordance with the overriding objective and interests of justice, including dealing with other cases, that the case be struck out. Further, the prejudice to the Respondent in respect of unpredictability of case management and further costs outweighs the prejudice to the Claimant who has had an opportunity but failed to properly engage in the Tribunal process.**

**Regional Employment Judge Burgher  
Dated: 23 October 2024**