



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

AND

Respondent

Mr A Francis-Seymour

Guarding UK Limited

Heard at: London Central

On: 19 and 20 October 2020

Before: Employment Judge Stout
Mr de Chaumont-Rambert
Ms Kilgannon

Representations

For the claimant: In person

For the respondent: Mr G Pollitt (counsel)

JUDGMENT

The unanimous judgment of the Tribunal is that:

- (1) The Claimant does not have two years' continuous service as an employee and therefore does not have the right to claim unfair dismissal under s 108(1) of the Employment Rights Act 1996. The unfair dismissal claim is accordingly not well-founded and is dismissed.
- (2) The Respondent did not discriminate against the Claimant because of his age in contravention of ss 13 and 39 of the Equality Act 2010.
- (3) Under Rule 76, the Claimant is ordered to pay to the Respondent £2,500 in respect of its costs of the unfair dismissal claim within 14 days of the date of this judgment (i.e. by 4 November 2020).

Employment Judge Stout

Date: 20th Oct 2020

JUDGMENT SENT TO THE PARTIES ON

20/10/2020.

FOR THE TRIBUNAL OFFICE

Reasons were given orally at the hearing and written reasons will not be provided unless they are asked for by a request in writing presented by any party under Rule 62(3) within 14 days of the sending of this judgment.