



EMPLOYMENT TRIBUNALS

Claimant: Ms HS Vyphuis

Respondent: Hanson Uk

JUDGMENT

The complaint that the claimant was unfairly dismissed is struck out.

REASONS

1. The claimant complains of unfair dismissal.
2. Section 108 of the Employment Rights Act 1996 requires a claimant to have not less than two years' service to make an unfair dismissal complaint.
3. The claimant was employed by the respondent for less than two years.
4. Therefore, the claimant is not entitled to bring such a complaint.
5. The claimant has failed to give an acceptable reason, despite being given the opportunity to do so, why the complaint should not be struck out. "Discrimination on the grounds of race, sex or age" is not one of the exceptions to Section 108 of the Employment Rights Act 1996. However, they are freestanding claims under the Equality Act 2010.
6. Accordingly, the complaint of unfair dismissal is struck out. The claimant's other complaints are not affected by this judgment.

Employment Judge Bax
Date: 01 April 2021

Judgment sent to the parties: 06 April 2021

FOR THE TRIBUNAL OFFICE