



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr S Yusuff

**Respondent:** Cirrus Connect Limited

## JUDGMENT

1. The complaint that the claimant was unfairly dismissed is struck out.
2. The claimant's claim of indirect race discrimination is dismissed on withdrawal by the claimant.

The claimant's other complaints are not affected by this judgment.

## REASONS

### Unfair Dismissal

1. The claimant complains of unfair dismissal. 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.
2. The claimant was employed by the respondent for less than two years. Therefore, the claimant is not entitled to bring such a complaint.
3. 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.
4. Accordingly, the complaint of unfair dismissal is struck out.

### Indirect Race Discrimination

5. At a preliminary hearing on 6 July 2020 the claimant confirmed that his claim of race discrimination was a direct discrimination claim, and further confirmed this to the extent he may have presented a claim of indirect race discrimination that claim was withdrawn.

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Employment Judge Buzzard  
6 July 2020

JUDGMENT SENT TO THE PARTIES ON

27 July 2020

FOR THE TRIBUNAL OFFICE