



THE EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

Respondent

Miss Zoe Fossard

AND

Zero Three Care Homes LLP

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

Held at: East London Hearing Centre (by CVP)

On: 1 November 2021

Before: Employment Judge A M Buchanan

Appearances

For the Claimant: In person

For the Respondent: Mr Nathaniel Caiden of Counsel

JUDGMENT ON PUBLIC PRELIMINARY HEARING

It is the judgment of the Tribunal that:

1. The complaint of unfair dismissal howsoever advanced pursuant to the provisions of the Employment Rights Act 1996 (“the 1996 Act”) is dismissed on withdrawal by the claimant.
2. The reference in respect of a redundancy payment pursuant to section 163 of the 1996 Act is dismissed on withdrawal by the claimant.
3. It is not appropriate at this stage to strike out on the basis of no reasonable prospect of success any of the remaining complaints of the claimant pursuant to Rule 37(1)b of Schedule I to the Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013 (“the 2013 Regulations”).
4. It is not appropriate to make a deposit order at this stage pursuant to Rule 39 of the 2013 Rules in respect of any specific allegation or argument now advanced by the claimant.

5. Orders are issued separately which clarify the issues in the complaints now advanced and make appropriate case management orders.

EMPLOYMENT JUDGE A M BUCHANAN
Date: 10 December 2021