



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms N Vilanou  
**Respondent:** The Ferry Boat Inn (Fambridge) Limited

## PRELIMINARY HEARING (OPEN)

**Heard at:** East London Hearing Centre (by Telephone)  
**On:** 9 December 2022  
**Before:** Employment Judge B Elgot

### Representation

**Claimant:** In person  
**Respondent:** Mr M Mensah, Counsel

The Employment Judge gave judgment as follows:-

## JUDGMENT

1. The claim of disability discrimination is struck out and dismissed. This is because the Employment Tribunal has no jurisdiction to hear it. I am satisfied that the Claimant, at the relevant time, did not have a disability as defined by section 6 Equality Act 2010.
2. The claim of unfair dismissal is struck out and dismissed. This is because the Claimant does not have the two year qualifying period of employment required by section 108 Employment Rights Act 1996 and therefore the Employment Tribunal has no jurisdiction to hear this claim.
3. The full merits hearing listed for 4,5 and 6 April 2023 will be vacated.
4. There is one remaining claim made by the Claimant that she is entitled to unpaid wages and tips. The hearing of that claim will now take place for one hour by telephone. A Notice of Hearing will be sent out in due course.

**Employment Judge B Elgot  
Dated: 12 December 2022**