



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms K Croughton

**Respondent:** Glasswells Ltd

## JUDGMENT

1. The complaint of unfair dismissal is struck out.

## REASONS

1. 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.
3. Therefore the Claimant is not entitled to bring these proceedings.
4. On 3 October 2023 the Tribunal wrote to the Claimant to state that it was considering striking out the unfair dismissal claim on the basis of the above. The Claimant was given until 17 October 2023 to provide a response. The claimant has failed to give an acceptable reason.
5. Accordingly, the complaint of unfair dismissal is struck out.
6. The Claimant's complaint of disability discrimination is not struck out, and will proceed to a preliminary hearing for case management on 26 March 2024 as previously advised.

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Employment Judge **Graham**  
18 January 2024

JUDGMENT SENT TO THE PARTIES ON  
7 February 2024

FOR THE TRIBUNAL OFFICE