



# EMPLOYMENT TRIBUNALS

Claimant: Mrs M Hawro

Respondent: Manchester Hospital School (Leo Kelly School)

## 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.
6. Accordingly, the complaint of unfair dismissal is struck out.
7. The claimant's complaint of harassment related to nationality is **not** affected by this judgment.

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Employment Judge Horne

Date: 22 May 2024

**Case No: 2401338/2024**

JUDGMENT SENT TO THE PARTIES ON

6 June 2024

FOR THE TRIBUNAL OFFICE