



EMPLOYMENT TRIBUNALS

Claimant: Ms L Burns
Respondent: Thurrock & Brentwood Mind
Heard at: East London Hearing Centre (in public; by CVP)
On: 17th July 2024
Before: Employment Judge Howden-Evans

Appearances

For the Claimant: In person
For the Respondent: Mr Ridgeway, Tribunal Advocate

PRELIMINARY HEARING IN PUBLIC JUDGMENT

The judgment of the Tribunal is as follows:

1. The complaint of unfair dismissal is struck out under Employment Tribunal Rule 37(1)(a) because it has no reasonable prospect of success as the Claimant did not have the requisite 2 years' service.
2. The complaint of breach of contract (notice period) was not presented within the applicable time limit. It was reasonably practicable to do so. The complaint of breach of contract (notice period) is therefore dismissed.
3. The discrimination complaints were not presented within the applicable time limit, but it is just and equitable to extend the time limit. The complaints of harassment and discriminatory dismissal will therefore proceed.

Case Number: 320025/2024

**Employment Judge Howden-Evans
Date: 18th July 2024**