



EMPLOYMENT TRIBUNALS

Claimant: Mr Carter

Respondent: Theatre Royal Windsor

JUDGMENT

The complaint that the claimant was unfairly dismissed pursuant to the Employment Rights Act 1996 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. Accordingly, the complaint of unfair dismissal is struck out. The claimant's other complaints are not affected by this judgment.

Approved by

Employment Judge Shastri-Hurst

Date: 4 March 2025

JUDGMENT SENT TO THE PARTIES ON
18/3/2025

N Gotecha
FOR THE TRIBUNAL OFFICE