



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss L Wareing

**Respondent:** Briercliffe day nursery

## JUDGMENT

The claim is struck out.

## REASONS

1. The claimant claims the right to a redundancy payment.
2. Section 155 of the Employment Rights Act 1996 says that employees do not have the right to a redundancy payment unless they have been employed for two years or more.
3. The claimant was employed by the respondent for less than two years.
4. Therefore, the claimant does not have the right to a redundancy payment.
5. The claimant was given the opportunity to explain why the complaint the complaint should not be struck out but has not given an acceptable reason.
6. Accordingly, the claim is struck out.

Approved by  
Employment Judge Leach  
Date: 20 June 2025

JUDGMENT SENT TO THE PARTIES ON  
Date: 28 July 2025

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FOR THE TRIBUNAL OFFICE