



EMPLOYMENT TRIBUNALS

Claimant: Ms A Khokhar

Respondent: Gloucestershire VCS Alliance

JUDGMENT

The complaint that the claimant was unfairly dismissed is struck out.

REASONS

1. The claimant complains of unfair dismissal pursuant to the Employment Rights Act.
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 ordinary unfair dismissal is struck out. The claimant's other complaints are not affected by this judgment, including that of a dismissal related complaint pursuant to the Equality Act.

Regional Employment Judge Pirani

Dated: 28 August 2025

Sent to the parties on
30 September 2025
For the Tribunal Office