



EMPLOYMENT TRIBUNALS

Claimant: Mr R Francis

Respondent: Barnet Homes Limited

Heard at: Watford **On:** 7 January 2026

Before: Employment Judge Cowen

Appearances

For the claimant: Mr Francis (in person)

For the respondent: Ms Williams (solicitor)

JUDGMENT

1. The Claimant's claim for unfair dismissal is dismissed on the basis that the Claimant accepts that he did not have two years of continuous service at the time of his dismissal.

Approved by:

Employment Judge Cowen

7 January 2026

JUDGMENT SENT TO THE PARTIES ON
8 January 2026

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FOR THE TRIBUNAL OFFICE

Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings and accompanying Guidance, which can be found here:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/