

EMPLOYMENT TRIBUNALS

Claimant: Toyah Backshall

Respondent: Coop Funeral Care

JUDGMENT

The decision of the tribunal is that the complaint that the Claimant was unfairly dismissed 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. On 10 October 2025 the tribunal wrote to the claimant inviting her to show any reason why the claim for unfair dismissal should not be struck out. No reply has been received to that letter.
6. Accordingly, the complaint of unfair dismissal is struck out. As this was the only claim brought by the claimant, the proceedings now come to an end.

Employment Judge Siddall

Date 10 December 2025