



EMPLOYMENT TRIBUNALS

Claimant: Miss B. Thompson

Respondent: Iceland

JUDGMENT

The claim is struck out.

REASONS

1. The Tribunal wrote to the claimant on 19 December 2025 warning them that the Tribunal was considering striking out the claim. This was because it appeared to the Tribunal, applying Rule 38 of the Employment Tribunal Procedure Rules 2024, that
 - the claim had no reasonable prospect of success;
2. The letter gave the claimant an opportunity to explain why the claim should not be struck out, or to request a hearing at which to do so. The claimant has not replied.
3. I am satisfied that the grounds for striking out the claim under Rule 38 apply, and that it would be in accordance with the overriding objective in Rule 3 to strike out the claim. This is because the tribunal lacks jurisdiction under section 108 Employment Rights act 1996
4. The claim is therefore struck out.

Approved by:

Employment Judge T.R.Smith

16 January 2026