



EMPLOYMENT TRIBUNALS

Claimant: Rania Ebnchaid

Respondent: Care Tech Community Services Limited

JUDGMENT

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. The claimant has failed to give an acceptable reason, despite being given the opportunity to do so, why the complaint should not be struck out.
6. Accordingly, the complaint of unfair dismissal is struck out. The claimant's breach of contract complaint is not affected by this judgment.
7. For the avoidance of doubt, notwithstanding the Claimant's reference to the Equality Act 2010 in her letter to the Tribunal dated 6 November 2025, her claim form does not disclose any Equality Act 2010 complaint, consistent with how she completed section 8.1 of the ET1 claim form; her stated need for accommodations relates to emotional distress which she attributes to the situation rather than to any disability.

Approved by
Employment Judge Tynan
Date: 12 January 2026

JUDGMENT SENT TO THE PARTIES ON

17 March 2026

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FOR THE TRIBUNAL OFFICE