



EMPLOYMENT TRIBUNALS

Claimant: Mr I. Langham

Respondent: Norfolk County Council

Heard at: Cambridge Employment Tribunal (in public; by CVP)

On: 18 May 2026

Before: Employment Judge Hutchings (sitting alone)

Representation

Claimant: in person

Respondent: Ms Baker, solicitor

JUDGMENT

1. The following claims were not presented within the applicable time limit. It was reasonably practicable to do so. The following claims are therefore dismissed:
 - a. Notice pay
 - b. Holiday pay; and
 - c. Unlawful deduction from wages.
2. The complaint of sex discrimination was not presented within the applicable time limit. It is not just and equitable to extend the time limit. The claim is therefore dismissed.
3. The claimant complains of unfair dismissal. 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. The claimant was employed by the respondent for less than two years. Therefore the claimant is not entitled to bring these proceedings. 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. Accordingly, the claim is struck out.
4. The claimant claims the right to a redundancy payment. Section 155 of the Employment Rights Act 1996 says that employees do not have the right to a redundancy payment unless they have been employed for two years or more. The claimant was employed by the respondent for less than two

years. Therefore, the claimant does not have the right to a redundancy payment. The claimant was given the opportunity to explain why the complaint the complaint should not be struck out but has not given an acceptable reason. Accordingly, the claim is struck out.

Approved by:

Employment Judge Hutchings

18 May 2026

JUDGMENT SENT TO THE PARTIES ON
29 May 2026

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FOR THE TRIBUNAL OFFICE

Notes

Full 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/