



EMPLOYMENT TRIBUNALS

Claimant: Ms E Penrose

Respondent: I & F Limited

RECORD OF A PRELIMINARY HEARING

Heard at: Manchester

On: 9th April 2026

Before: Employment Judge Anderson (sitting alone)

Representatives

For the claimant: In Person

For the respondent: Ms Khan (HR)

JUDGMENT

1. The Claimant has received prior notification that her claim of unfair dismissal may be struck out as she does not have the required two years of service as required by s.108 Employment Rights Act 1996. It is accepted that the Claimant did not have two years of continuous service. The claim of unfair dismissal is accordingly struck out under Rule 38(1)(a) of the Employment Tribunal Procedure Rules 2024.
2. For the avoidance of doubt, all other claims proceed to a final hearing.

Employment Judge Anderson

9th April 2026

JUDGMENT SENT TO THE PARTIES ON
28 May 2026

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employmenttribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. 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:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>