



EMPLOYMENT TRIBUNALS

Claimant: Mr Mark Henderson

Respondent: Ingleby Services

HELD AT: Birmingham (by telephone) **ON:** 9 March 2023

BEFORE: Judge Cowx (sitting alone)

REPRESENTATION:

Claimant: Represented Himself

Respondent: Mr Martin Chitty, solicitor

JUDGMENT

1. The claimant's claims of breach of contract by failing to make a full payment in lieu of notice and discrimination on grounds of race are dismissed on withdrawal by the claimant, his consent having been given to this course of action.
2. The claimant's claim of unfair dismissal contrary to Section 94(1) of the Employment Rights Act 1996 is struck out because the claimant does not satisfy the requirement of Section 108(1) of the Employment Rights Act 1996, in that he did not have continuous employment with the respondent for 2-years before the effective date of termination of his employment.

Judge Cowx

10 March 2023

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1. 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.

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