



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms Challans

**Respondent:** (1) Bloxham School Ltd (2) Hays Specialist Recruitment Ltd

## JUDGMENT

The complaint of **ordinary unfair dismissal (s98 Employment Rights Act 1996 (“ERA”))** is struck out.

## REASONS

1. At a preliminary hearing on 23 March 2023, it was clarified that the claimant accepts she did not have two years’ service with either respondent. Two years’ service is a pre-condition of presenting a claim of ordinary unfair dismissal under s108 ERA. As such, the Tribunal does not have jurisdiction to hear this claim.
2. For the avoidance of doubt, the claimant’s claims of automatic unfair dismissal (whistleblowing) and detriment (whistleblowing) remain listed for hearing on 27, 28, 29 September 2023.

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Employment Judge **Shastri-Hurst**  
23.3.2023

JUDGMENT SENT TO THE PARTIES ON

26.3.2023

GDJ  
FOR THE TRIBUNAL OFFICE