



# EMPLOYMENT TRIBUNALS

**Claimant:** Kiran Saba

**Respondent:** Autism at Kingswood

**Heard at:** Watford (CVP)

**On:** 19 November 2024

**Before:** Employment Judge Skehan (sitting alone)

## Appearances

**For the Claimant:** In person

**For the Respondent:** Ms B Clayton, counsel

## JUDGMENT

1. The claimant's claim for unfair dismissal is dismissed as the claimant was not an employee and does not have the required 2 years' service with the respondent. The employment tribunal does not have jurisdiction to consider this claim.
2. The claim of unauthorised deduction from wages is struck out under the Employment Tribunal Rules because the claimant's contention that the claims have been brought in time within the meaning of section 48 of the Employment Rights Act 1996 has no reasonable prospect of success.
3. The claim of race discrimination is struck out under the Employment Tribunal Rules because the claimant's contention that the claims have been brought in time within the meaning of section 123 Equality Act 2010 have no reasonable prospect of success

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Employment Judge Skehan  
Date: 19 November 2024

Sent to the parties on: 2/1/2025

N Gotecha  
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/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-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/>