



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs R Baynham

**Respondent:** Ronald McDonald House Charities (UK)

## JUDGMENT

The claim of unfair dismissal is struck out. This does not affect the remaining claims which will proceed to a final hearing.

## REASONS

1. By a letter of 21 March 2024 the Tribunal gave the Claimant an opportunity to make representations or to request a hearing as to why the complaint of unfair dismissal should not be struck out because she did not have sufficient service.
2. The Claimant's representative made written submissions but they were insufficient – the claim appears to be that the dismissal was discriminatory, which is not a claim of constructive unfair dismissal. This is not a claim of automatic unfair dismissal. Having discussed the matter with the Claimant's representative at today's hearing, he understood that the claim was not for unfair dismissal, but could be addressed under the Equality Act 2010.

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Employment Judge Sharp

Dated: 17 May 2024

ORDER SENT TO THE PARTIES ON 20 May 2024

FOR THE SECRETARY TO EMPLOYMENT TRIBUNALS Mr N Roche