



EMPLOYMENT TRIBUNALS

Claimant

Ms C Bradley

v

Respondent

Finchley Gold Club Limited t/a Finchley Golf Club

Heard at:

Watford

On: 4 & 5 June 2019

Before:

Employment Judge Henry

Appearances**For the Claimant:**

Ms S Saunders – Lay Representative

For the Respondent:

Mr D O'Dempsey - Counsel

JUDGMENT

1. On the preliminary issues for the tribunal's determination being; whether the claimant was an employee pursuant to s.230(1) and (2) of the Employment Rights Act 1996; whether the claimant was in employment as defined by s.83(2) of the Equality Act 2010, or; whether the claimant was a worker within the meaning of Regulation 2(1) of the Working Time Regulations 1998.
2. The tribunal finds that the claimant was not an employee of the respondent for the purposes of s.230(1) and (2) of the Employment Rights Act or in employment, defined by s.83(2) of the Equality Act.
3. The tribunal further finds that the claimant was not a worker within the meaning of Regulation 2(1) of the Working Time Regulations 1998.
4. On the claimant not being an employee or otherwise a worker, the claimant is not entitled to bring complaints for unfair dismissal, direct discrimination on the protected characteristics of age and/or sex, or claim for accrued annual leave pursuant to Regulation 14 of the Working Time Regulations.
5. The claimant's claims are accordingly dismissed.

Employment Judge Henry

Date: ...24 June 2019.....

Sent to the parties on:

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For the Tribunal Office

Note

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.