



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr A Mark  
**Respondents:** 1. Kyles Legal Practice Ltd  
2. Crimedirect Ltd  
3. Mr N Peacock  
4. Mr J Turner

**Heard at:** North Shields                      **On:** 23, 24 September 2019  
**Before:** Employment Judge Davies

## Representation

**Claimant:** Ms Millns (counsel)  
**Respondent:** Mr Vials (solicitor)

## PRELIMINARY HEARING IN PUBLIC JUDGMENT

1. All claims against the Second Respondent are dismissed on withdrawal by the Claimant.
2. The Claimant was not an employee or worker of the First Respondent as defined in the Employment Rights Act 1996. His claims against the First, Third and Fourth Respondents are therefore dismissed in their entirety.

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**Employment Judge Davies**  
**25 September 2019**

### Public access to Employment Tribunal judgments

Judgments and written reasons for judgments, where they are provided, 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 parties in the case.

### Written reasons

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.