



# EMPLOYMENT TRIBUNALS

**Claimant** Ms S Paul

**Respondent** London Borough of Camden

**Heard at:** London Central

**On:** 11 October 2019

**Before:** Employment Judge A James

## Representation

**For the Claimant:** In person, through her son Mr G Styles

**For the Respondent:** Ms D Cunningham, solicitor

## JUDGMENT

Following the hearing of submissions from Mr G Styles, the claimant's son, for the claimant and Ms Cunningham, solicitor, for the respondent, the decision of the tribunal is that:

- (1) The employment tribunal does not have jurisdiction to hear the claim for breach of contract (Employment Tribunals Extension of Jurisdiction (England and Wales) Order 1994) because the claimant, being a self-employed foster carer, does not have a contract of employment with the respondent; and further, because she does have any contract at all with the respondent, she is not a worker within the meaning of S230(3) of the Employment Rights Act 1996. The claim is therefore dismissed.

- (2) The employment tribunal does not have jurisdiction to hear the claim for whistle-blowing (section 47B Employment Rights Act 1996) because the claimant, being a self-employed foster carer, does not have a contract of employment with the respondent; further, because she does not have any form of contract at all with the respondent, she is not a worker within the meaning of sections 43K or 230(3) of the Employment Rights Act 1996. The claim is therefore dismissed.
- (3) For the sake of completeness, the respondent's name is amended to the London Borough of Camden.

Employment Judge A James  
London Central Region

Dated 18<sup>th</sup> Oct 2019

Sent to the parties on:

21/10/2019.....

.....  
For the Tribunals 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.

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