



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr S P Spokes

**Respondents:** Beaver Management Services Limited [R1]  
Charles Contract Services Limited [R2]  
Barrier Limited [R3]

**Heard at:** Newcastle (by video link) **On:** 21, 22 and 23 October 2020

**Before:** Employment Judge S Shore  
Non-legal Member Mrs C Hunter  
Non-legal Member Mrs S Mee

***Representation:***

**Claimant:** In Person  
**Respondents:** Ms A Farah [R1 and R2]  
Mr A Walton [R3]

## JUDGMENT

1. There was no contract between the claimant and the first respondent that qualified the claimant as a worker or employee of that company. His claims of automatic unfair dismissal and/or detriment for the reason that he had made a protected disclosure fail.
2. There was no contract between the claimant and the second respondent that qualified the claimant as a worker or employee of that company. His claims of automatic unfair dismissal and/or detriment for the reason that he had made a protected disclosure fail.
3. There was no contract of employment between the claimant and the third respondent that qualified the claimant as an employee of that company. His claims of automatic unfair dismissal for the reason that he had made a protected disclosure fail.

4. The claimant was a worker of the third respondent, but did not make a protected disclosure to it on 18 November 2019, so his claim to have suffered a detriment because he made such a disclosure fails.

**Employment Judge Shore**

**Date 23 October 2020**

**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.**

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