



# EMPLOYMENT TRIBUNALS

## At an Open Attended Preliminary Hearing

**Claimant:** Mr G T Williams  
**Respondent:** Premier Security 247 UK Ltd

**Heard at:** Nottingham  
**On:** Tuesday 9 March 2021  
**Before:** Employment Judge Blackwell (sitting alone)

### Representation

**Claimant:** Ms Mahmood, Consultant  
**Respondent:** Mrs A Hallam, Solicitor

# JUDGMENT

1. The case is adjourned part-heard to 14 May 2021.
2. The claim of age discrimination is dismissed on withdrawal by the Claimant.
3. In respect of status in terms of the issue set out at paragraph 11(ii) of REJ Swann's summary sent to the parties on 14 December 2020, it is common ground that Mr Williams was a worker within the meaning of section 230(3) of the Employment Rights Act 1996 and in respect of claims under the Equality Act 2010, he was employed within the meaning of section 83(2)(a) in that he was in employment under a contract personally to do work. In relation to the claim of unfair dismissal pursuant to section 94 and section 98 of the Employment Rights Act, the Tribunal does not have jurisdiction to hear such a claim because Mr Williams does not have the requisite service required by section 108 of the Employment Rights Act.

## ORDERS

### Made pursuant to the Employment Tribunal Rules 2013

1. Ms Mahmood on behalf of the Claimant will search for and if found provide documentary evidence of the date on which she was first instructed by Mr Williams and that is to be sent to the Respondent's Solicitors by not later than **23 March 2021**

**Notes**

(i) The above Order has been fully explained to the parties and all compliance dates stand even if this written record of the Order is not received until after compliance dates have passed.

(ii) Failure to comply with an order for disclosure may result on summary conviction in a fine of up to £1,000 being imposed upon a person in default under s.7(4) of the Employment Tribunals Act 1996.

(iii) The Tribunal may also make a further order (an “unless order”) providing that unless it is complied with the claim or, as the case may be, the response shall be struck out on the date of non-compliance without further consideration of the proceedings or the need to give notice or hold a preliminary hearing or a hearing.

(iv) An order may be varied or revoked upon application by a person affected by the order or by a judge on his/her own initiative. Any further applications should be made on receipt of this Order or as soon as possible. The attention of the parties is drawn to the Presidential Guidance on ‘General Case Management’:

<https://www.judiciary.uk/publications/employment-rules-and-legislation-practice-directions/>

(v) The parties are reminded of rule 92: “*Where a party sends a communication to the Tribunal (except an application under rule 32) it shall send a copy to all other parties and state that it has done so (by use of “cc” or otherwise). The Tribunal may order a departure from this rule where it considers it in the interests of justice to do so*”. If, when writing to the Tribunal, the parties do not comply with this rule, the tribunal may decide not to consider what they have written.

\_\_\_\_\_  
Employment Judge Blackwell

Date: 10 March 2021

JUDGMENT SENT TO THE PARTIES ON  
10/03/2021.....

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FOR THE TRIBUNAL OFFICE

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