



EMPLOYMENT TRIBUNALS (SCOTLAND)

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Case Number: 4101448/2020 (V)

Preliminary hearing held remotely by video on 25 February 2021

Employment Judge M Whitcombe

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Mr James Smith

Claimant
In person

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Catch Scotland Limited

Respondent
Represented by:
Mr K McGuire
(Advocate)

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JUDGMENT

The judgment of the Tribunal is as follows.

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- (1) The claimant was not an employee of the respondent for the purposes of section 230 of the Employment Rights Act 1996.
- (2) The claims for unfair dismissal and breach of contract in relation to notice pay must therefore be dismissed.
- (3) Oral reasons for this judgment were given at the end of the hearing.

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Employment Judge: M Whitcombe
Date of Judgement: 25 February 2021
Entered in register: 07 May 2021
and copied to parties