



EMPLOYMENT TRIBUNALS

Claimant: Mr M Bell

Respondent: Sky UK Limited

Heard at: Leeds (by video)

On: 7 March 2023

Before: Employment Judge Knowles

Representation

Claimant: In person

Respondent: Ms B Davies, Counsel

JUDGMENT UPON PRELIMINARY ISSUE - AMENDMENTS

1. The Claimant's claim of breach of contract is dismissed because I have previously determined that the Claimant was not employed under a contract of employment.

2. The Claimant's claim requires no amendment in that the asserted protected disclosure is that set out in paragraph numbered 3.10.2 in the attachment to the Claimant's claim form. Leave to amend to include any other asserted protected disclosure is refused.

3. The Claimant's claim that he made a protected disclosure contained in paragraph numbered 3.6 in the attachment to his claim form is dismissed upon withdrawal. This does not prevent the Claimant explaining those matters in evidence as context to his remaining claims.

4. The Claimant is granted leave, where leave is necessary, to amend his claim to include as unlawful detriments in the claim the matters set out in paragraphs 5.2, 5.3, 5.4 and 5.5 of his further information set out under the cover of his "third draft list of issues" dated 12 July 2022.

5. The Claimant's is granted leave, where leave is necessary, to amend his claim to include as unlawful detriments in the claim the matters set out in paragraph 5.6 of his further information set out under the cover of his "third draft list of issues" dated 12 July 2022 save for the words "automatically unfair" and "and psychological distress" shall not be included. Leave to add the words "automatically unfair" and "and psychological distress" is refused.

6. Leave to amend the claim to include as unlawful detriments in the claim the matters set out in paragraphs 5.1 and 5.7 of his further information set out under the cover of his "third draft list of issues" dated 12 July 2022 is refused.

Employment Judge Knowles
7 March 2023