



THE EMPLOYMENT TRIBUNALS

Claimant: Mr G Varmeda

Respondent: Workforce World Limited

Heard at: Newcastle Hearing Centre

On: 14 and 15 March 2023

Before: Employment Judge Morris

Members: Mr R Greig
Miss B Kirby

Representation:

Claimant: Mr V Jieman, trade union representative

Respondent: Mr W Hawkings, director of the respondent

JUDGMENT

The unanimous judgment of the Employment Tribunal is as follows:

1. The relationship between the claimant and the respondent was not one of “employment” as that word is defined in section 83(1) of the Equality Act 2010.
2. That being so, with reference to sections 39 and 40 of that Act, the Tribunal does not have the jurisdiction to consider the claimant’s complaints of discrimination arising from disability, victimisation or harassment.
3. Those complaints are therefore dismissed.

EMPLOYMENT JUDGE MORRIS

**JUDGMENT SIGNED BY EMPLOYMENT
JUDGE ON 15 March 2023**

Notes

Video hearing

This was a remote hearing, which had not been objected to by the parties. It was conducted by way of the Cloud Video Platform as it was not practicable to convene a face-to-face hearing, no one had requested such a hearing and all the issues could be dealt with by video conference.

Reasons

Reasons for the above Judgment having been given orally at the hearing, and no request having been made at the hearing, written reasons will not be provided unless a written request is presented within 14 days of the sending of this written record of the Judgment.

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