



EMPLOYMENT TRIBUNALS

Claimant: Mr Andrew James

Respondent: Broadway Foodz Ltd

Heard at: Watford Employment Tribunal **On:** 9th May 2023

Before: Employment Judge Young (sitting alone)

Representation

Claimant: Unrepresented

Respondent: Mr Malcolm Cameron, Consultant

JUDGMENT

It is the judgment of the Tribunal:

1. The Claimant does not fall within the definition of an employee or worker under section 230 Employment Rights Act 1996.
2. The Tribunal does not have jurisdiction to consider the Claimant's claims against the Respondent for unfair dismissal, holiday pay and wrongful dismissal/ failure to provide statutory notice pay.
3. The Claimant's claims for unfair dismissal, holiday pay and wrongful dismissal/ failure to provide statutory notice pay are all dismissed.

Employment Judge Young

Date 18th May 2023

JUDGMENT SENT TO THE PARTIES ON
8 June 2023

.....
T Cadman

.....
FOR THE TRIBUNAL OFFICE

Notes

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.