



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms P Kirkland

**Respondent:** Caroline Mason t/a Hawthorn Education Service

**Heard at:** Liverpool (CVP) **On:** 23 October 2023

**Before:** Employment Judge Horne

## **Representatives**

For the claimant: in person

For the respondent: Mr Hendley, consultant

## **JUDGMENT AT A PRELIMINARY HEARING**

1. The claimant was an employee of the respondent within the meaning of section 230(1) of the Employment Rights Act 1996.
2. The claimant was continuously employed by the respondent for at least two years ending with the effective date of termination.

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Employment Judge Horne

23 October 2023

ORDER SENT TO THE PARTIES ON  
26 October 2023

FOR THE TRIBUNAL OFFICE

Note: reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party makes a request in writing within 14 days of the date when this order is sent to the parties. If written reasons are provided, they will be entered onto the tribunal's online register which is visible to internet searches.