



EMPLOYMENT TRIBUNALS

Claimant: Mr K Chima
First Respondent: South Ribble Borough Council
Second Respondent: South Ribble Leisure

Heard at: Manchester Employment Tribunal (by CVP)
On: 20 March 2024
Before: Employment Judge M Butler

Representation

Claimant: Self-representing
Respondent: Ms R Rule-Mullen

JUDGMENT (AT PUBLIC PRELIMINARY HEARING)

1. The claimant has no reasonable prospects of establishing that he was a contract worker pursuant to s.41 of the Equality Act 2010.
2. The claimant has no reasonable prospects of establishing that he was an applicant pursuant to s.39(1)(c) of the Equality Act 2010.
3. In those circumstances, the claim in its entirety is found to have no reasonable prospects of success and is struck out pursuant to Rule 37(1)(a) of the Employment Tribunal Rules of Procedure 2013.
4. The final merits hearing listed for 01 and 02 October 2024 will not take place and is vacated.

Employment Judge Mark Butler

Date: 20 March 2024

28 March 2024

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.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>