



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr J Thompson

**Respondent:** Cripps Utilities Ltd

**Heard at:** Reading **On:** 22 May 2025

**Before:** Employment Judge Shastri-Hurst

## Representation

**Claimant:** Non-attendance

**Respondent:** Mr S Cripps (director)

# JUDGMENT

1. The claimant did not attend the hearing today. The tribunal took all reasonable steps to contact claimant. Having done so, the Tribunal determined to continue with hearing in the claimant's absence as permitted under rule 47 of the Employment Tribunal Procedural Rules 2024.
2. The claim of unfair dismissal is struck out as the claimant does not have the required length of service under section 108 of the Employment Rights Act 1996.
3. The claims of age discrimination and harassment related to age are struck out under Employment Tribunal Procedural Rules 2024, rule 38(1)(a), as it has no reasonable prospects of succeeding.
4. The claimant was not an employee and/or worker of the respondent at the relevant time as per the definition set out in the Employment Rights Act 1996, the Equality Act 2010, and the Working Time Regulations 1998. The claims of protected disclosure (also known as whistleblowing), race discrimination/harassment, victimisation, arrears of pay, and breaches of the Working Time Regulations 1998 are therefore dismissed because the Tribunal does not have jurisdiction to determine them.

Approved by

Employment Judge Shastri-Hurst

Date: 22 May 2025

JUDGMENT SENT TO THE PARTIES ON

28 May 2025

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FOR THE TRIBUNAL OFFICE

**Note**

Written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

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