



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms. L. J. Gibb  
**Respondent:** Dolphin Computer Upgrades Limited  
**Heard at:** London South Employment Tribunal (Hybrid)  
**On:** 1<sup>st</sup> and 2<sup>nd</sup> July 2025  
**Before:** Employment Judge Sudra (sitting alone)  
**Appearances:**  
**Claimant:** Mr. G. Patching (lay representative)  
**Respondent:** Ms. S. English (litigator)

## JUDGMENT

The decision of the Tribunal is that the Claimant was not an 'employee' nor a 'worker' of the Respondent within the meaning of s.230 Employment Rights Act 1996. The Tribunal therefore, has no jurisdiction to hear the Claimant's complaints and the claim is dismissed.

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**Employment Judge Sudra**  
**Date: 02 June 2025**