



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss A Ali

**Respondent:** Cumbria Smiles Limited

**HELD AT:** Manchester (in public; CVP) **ON:** 17<sup>th</sup> October 2025

**BEFORE:** Employment Judge Anderson

## REPRESENTATION:

**Claimant:** In Person

**Respondent:** Mr Breen (Counsel)

# JUDGMENT

1. The Claimant was not an employee of the Respondent within the meaning of s.230 (1) Employment Rights Act 1996.
  2. The Claimant worked under a contract personally to do work within the meaning of s.83 Equality Act 2010.
  3. The Claimant was a worker for the Respondent within the meaning of s.230(3)(b) Employment Rights Act 1996.
  4. Accordingly, the claims of automatic unfair dismissal and wrongful dismissal are not well founded and are dismissed.
  5. All other claims shall proceed to a full hearing.
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Employment Judge Anderson

22<sup>nd</sup> October 2025

JUDGMENT SENT TO THE PARTIES ON  
9<sup>TH</sup> October 2025

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/employmenttribunal-decisions](http://www.gov.uk/employmenttribunal-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/>