



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr K Sargeant

**Respondent:** Chinook Engineering Limited

**Heard at:** Leicester Hearing Centre, 5a New Walk, Leicester, LE1 6TE

**On:** 1 and 2 December 2025

**Before:** Employment Judge Adkinson sitting alone

## **Appearances**

**For the claimant:** Mr E Sole, Counsel

**For the respondent:** Mr M Ramsbottom, Senior Litigation Consultant

## **JUDGMENT**

UPON hearing from Counsel for the Claimant and from representative for the respondent

AND UPON considering the evidence

IT IS THE TRIBUNAL'S JUDGMENT THAT at the date of termination of the claimant's employment, the respondent was the claimant's employer.

Approved by:  
Employment Judge Adkinson  
Dated: 02 December 2025  
Sent to the parties on  
...02 February 2026.....  
For the Employment Tribunal  
.....

**Notes**

Reasons for the judgment or order 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**

All judgments (apart from withdrawal judgments) and written reasons for the judgments (if provided) are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the parties in a case.

**Appeals**

You can appeal to the Employment Appeal Tribunal if you think a legal mistake was made in an Employment Tribunal decision. There is more information here: <https://www.gov.uk/appeal-employment-appeal-tribunal>.

**Recordings**

If a Tribunal hearing has been recorded, you may request a transcript of the recording upon payment of any fee due. 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. You can access the Direction and the accompanying Guidance here: <https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>.