



EMPLOYMENT TRIBUNALS

Claimant: Joy Barham

Respondent: Tim's Transport Limited

Heard at: Southampton (by CVP)

On: 3 March 2026

Before: Employment Judge K Richardson

REPRESENTATION:

Claimant: In person

Respondent: Mr Cowley (Litigation Consultant)

JUDGMENT

1. The Claimant was an employee and/or worker of the Respondent at the relevant time. The claim for protected disclosures pursuant to Part IVA of the Employment Rights Act 1996 will therefore proceed.

**Approved by
Employment Judge K Richardson
3 March 2026**

Judgment sent to the parties on
9 March 2026

Jade Lobb
For the Tribunal

