



EMPLOYMENT TRIBUNALS

Claimant: Mr C McKessy

Respondent: Lancashire County Council

Heard at: Manchester Employment Tribunal

On: 09 January 2026

Before: Employment Judge M Butler

Representation

Claimant: Self representing

Respondent: Mr Searle (of Counsel)

JUDGMENT (AT PUBLIC PRELIMINARY HEARING)

1. The claimant was neither a worker nor an employee of the respondent pursuant to s.230 of the Employment Rights Act 1996.
2. The claimant was not employed under a contract of employment or employed under a contract to perform personal work for the respondent pursuant to s.83 of the Equality Act 2010.
3. The tribunal does not have jurisdiction to hear any of the claims that he brings against the respondent, and all claims are therefore dismissed.

Approved by:

Employment Judge **M Butler**

Date_09 January 2026_____

JUDGMENT SENT TO THE PARTIES ON

Date: 11 March 2026

.....
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/employment-tribunal-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/>