Case Number: 3307263/2023
3307264/2023
3307266/2023
3307267/2023

EMPLOYMENT TRIBUNALS

Claimants: (1) Mr Cheesman
(2) Mrs Cheesman

Respondent: OISE Ltd

Heard at: Reading **On:** 14 October 2026

Before: Employment Judge Shastri-Hurst

Representation
Claimant: non-attendance
Respondent: Mr Windsor (Principal) and Mr Pawley (Accounts)

JUDGMENT

1. The claims for statutory redundancy payments are dismissed on the basis that the claimants were not employees of the respondent.

Approved by:

Employment Judge Shastri-Hurst

14 October 2026

JUDGMENT SENT TO THE PARTIES ON

28 October 2026

FOR THE TRIBUNAL OFFICE

Notes

Summary reasons for the judgment having been given orally at the hearing, summary or full 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. Notwithstanding a request for summary reasons, an Employment Judge may provide full written reasons. If full written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any full written reasons for the judgments are published, in full, online at *https://www.gov.uk/employment-tribunal-decisions* shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/