



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs D Orr

**Respondent:** Brief Therapy Support Services Limited

**Heard at:** Manchester

**On:** 4 September 2018

**Before:** Employment Judge Grundy

## REPRESENTATION:

**Claimant:** In person

**Respondent:** Mr J Dable of Counsel

## JUDGMENT ON PRELIMINARY ISSUE

It is declared that:

1. The claimant was not an employee under section 230(1) of the Employment Rights Act 1996, so the Tribunal has no jurisdiction to hear her claim for unfair dismissal.
2. The claimant was contracted personally to do work under section 183(2)(a) of the Equality Act 2010, so the Tribunal does have jurisdiction to hear a claim in respect of disability discrimination, which includes the manner of the termination of the claimant's contract to provide counselling services.

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Employment Judge Grundy

Date \_\_\_\_\_

JUDGMENT SENT TO THE PARTIES ON

12 September 2018

FOR THE TRIBUNAL OFFICE

**Note**

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.

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