



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Edward Blankson

**Respondents:** (1) Ashburn Estates Limited trading as Troxy  
(2) Mr Tom Sutton- Roberts

**Heard at:** East London Hearing Centre (by cloud video platform)

**On:** 12 April 2021

**Before:** Employment Judge G Tobin

## **Appearances**

For the claimant: In person  
For the respondents: Mr J Gilbert (consultant)

*This has been a remote hearing which has been consented to by the parties. The form of remote hearing was by cloud video platform (wholly remote). A face-to-face hearing was not held because it was not practicable in the light of the coronavirus pandemic and the Government's restrictions. All of the relevant matters could be determined in this remote hearing.*

## **JUDGMENT**

**Upon hearing the evidence of the claimant and the second respondent and upon hearing the submissions of the claimant and the representative for the respondents, it is determined as follows:**

- 1. The claimant was not an employee of the respondent within the meaning of s230 Employment Rights Act 1996.**
- 2. The claimant was not in employment with the respondents within the meaning of s83 Equality Act 2010.**

3. **The claimant was not a worker of the respondent within the meaning of s230 Employment Rights Act 1996.**
4. **As the Tribunal has determined that the claimant was a self-employed contractor, the Tribunal does not have jurisdiction to hear his following claims: constructive unfair dismissal; direct age discrimination; detriment for making public interest disclosures; and failure to pay holiday pay, pay and notice pay. Consequently, proceedings are now dismissed.**

**Employment Judge Tobin  
Date: 13 April 2021**