



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss N Watkins

**Respondent:** Nuffield Health (1)  
Lisa Gostling (2)  
James Cheadle (3)

**Heard at:** Cardiff **On: 24 September 2024 and 18  
December 2024**

**Before:** Employment Judge R Brace

**Representation:**

Claimant: In person  
Respondent: Mr P Bownes (Solicitor)

## JUDGMENT

The Claimant was not in the employment (s.82(3) Equality Act 2010) of the First Respondent at the relevant time.

The claims of discrimination are therefore dismissed against all respondents because the Tribunal does not have jurisdiction to determine them.

Employment Judge Brace  
**Dated: 18 December 2024**

JUDGMENT SENT TO THE PARTIES ON 07 January 2025

L Franks

FOR THE SECRETARY OF  
EMPLOYMENT TRIBUNALS

**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/employmenttribunal-decisions](http://www.gov.uk/employmenttribunal-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-practicedirections/>