



EMPLOYMENT TRIBUNALS

Claimant: Ms X. Horne
Respondents: Trinity College London
Heard at : London South **On:** 06 and 07 December 2021
Before: Employment Judge T R Smith

Representation

Claimant: In person
Respondent: Ms T. Burton (Counsel).

JUDGMENT

1. The Claimant was not an employee of the Respondent for the purposes of section 230(1) of the Employment Rights Act 1996 whilst working as either a panel member or lead senior examiner and therefore her complaints of unfair dismissal, automatic unfair dismissal and constructive dismissal are dismissed.

2. The claimant was a worker for the purposes of section 230(3)(b) of the Employment Rights Act 1996, regulation 2 (1) of the Working Time Regulations 1998 and section 83 (2) of the Equality Act 2010 in her role as panel member but not in her role as lead senior examiner.

Employment Judge Smith
Date: 7 December 2021

Sent to the parties on
Date: 15 December 2021

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.