



EMPLOYMENT TRIBUNALS

Claimant: Mr M Crosskey
Respondent: Mr S Ash T/A AS Spotworks

Heard at: Bristol Employment Tribunal **On:** 23 January 2024

Before: Employment Judge J Bax

Representation

Claimant: Mr M Crosskey, in person
Respondent: Mr P Clarke, consultant

JUDGMENT

At all material times to the claim, between 1 June 2020 and 28 April 2023, the Claimant was an employee of the Respondent, within the meaning of s. 230 of the Employment Rights Act 1996.

Employment Judge J Bax
Date: 23 January 2024

Judgment sent to the Parties: 5 February 2024

FOR THE TRIBUNAL OFFICE

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.

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-practice-directions/>