



EMPLOYMENT TRIBUNALS

Claimant: Mrs Wormington-Jones

Respondent: Devon Eye Centres Ltd

Heard at: Bristol by CVP

On: 4 December 2020

Before: Employment Judge Christensen

Representation

Claimant: represented herself

Respondent: represented by Mr Jones, Director

JUDGMENT

1. The claimant was not an employee of the respondent within the meaning of S230 of Employment Rights Act. Accordingly, the claims of unfair dismissal and breach of contract may not proceed and are dismissed.
2. The claimant was an employee of the respondent within the meaning of S83 Equality Act. Accordingly, the claim for direct discrimination based upon the protected characteristic of marriage may proceed. Directions have been issued.
3. The claimant was a worker of the respondent within the meaning of S230 Employment Rights Act. Accordingly, the claim for unpaid wages may proceed. Directions have been issued.

Employment Judge Christensen

Dated: 4 December 2020

Judgment sent to parties: 6 January 2021

FOR THE TRIBUNAL OFFICE