



EMPLOYMENT TRIBUNALS

Claimant: Ms. Lanre Fagbe

First Respondent: Allegis Group Limited

Second Respondent: Santander UK PLC

Third Respondent: Mr. Amrick Singh Thandi

PRELIMINARY HEARING

Heard at: Birmingham by CVP

On: 1 & 2 February 2021

Before: Employment Judge Dean

Representation

Claimant: Mr. R. Downey, of counsel

First Respondent: Mr. T. Perry, of counsel

Second Respondent: Ms. G. Roberts, of counsel

JUDGMENT

The Judgment on the preliminary issues is:-

1. The Claimant was neither in respect of the first nor second respondent a worker as defined by section 43K of the Employment Rights Act 1996.
2. The Claimant was not in respect of the First Respondent an employee as defined by section 83 of the Equality Act 2010.
3. The Claimant was not in respect of the Second Respondent a contract worker as defined by section 41 of the Equality Act 2010.
4. The Tribunal does not have jurisdiction to entertain any of the claimant's complaints against the First and Second Respondents which are dismissed.
5. The claimant confirmed that his complaints against the Third respondent of

unlawful discrimination because of the protective characteristic are withdrawn and are now dismissed.

6. The claimants complaints before the Tribunal are dismissed.
7. The First Respondent's application for a cost award against the claimant does not succeed.

Employment Judge Dean
03 February 2021

Note

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.