



EMPLOYMENT TRIBUNALS

Claimant: Ms S Barbour

Respondent: Marks and Spencer PLC

Heard at: Cardiff via CVP **On:** 16, 17 & 18 November 2020

Before: Employment Judge R Havard
Ms H Hinkin
Ms J Southall

Representation:

Claimant: In person;

Respondent: Ms K Parker, Counsel.

JUDGMENT

It is the unanimous judgment of the Tribunal that:

1. The Claimant's claim of unfair dismissal pursuant to section 98 of the Employment Rights Act 1996 is not well-founded and is dismissed;
2. The Claimant's claim of direct discrimination on the grounds of race pursuant to section 13 of the Equality Act 2010 is not well-founded and is dismissed;
3. The Claimant's claim of harassment related to race pursuant to section 26 of the Equality Act 2010 is not well-founded and is dismissed;
4. The Claimant's claim for breach of contract and notice pay is not well-founded and is dismissed;

Employment Judge R Havard

Dated: 18 November 2020

ORDER SENT TO THE PARTIES ON 19 November 2020

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FOR THE SECRETARY TO EMPLOYMENT TRIBUNALS

The reasons for this decision were given orally at the hearing. Written reasons will not be provided unless they are asked for by a written request presented by any party within 14 days of this written judgment being sent to the parties.