



# EMPLOYMENT TRIBUNALS

**BETWEEN**

**Claimant**  
Mr K C Chan

AND

**Respondent**  
Marks and Spencer PLC

## JUDGMENT OF THE EMPLOYMENT TRIBUNAL

**HELD BY VIDEO (CVP)**

**ON**

8 to 15 February 2021

**EMPLOYMENT JUDGE GRAY**

**MEMBERS**

**MR BEESE  
MRS RICHARDS-WOODS**

### Representation

**For the Claimant:**

**In person**

**(with the assistance of Court provided  
interpreter – Mrs Amy Siu May Maloney)**

**For the Respondent:**

**Ms K Parker (Counsel)**

### JUDGMENT

**The unanimous judgment of the tribunal is that the Claimant's complaints of unfair dismissal and direct race discrimination are not well founded and are dismissed.**

Employment Judge Gray  
Date: 15 February 2021  
Judgment sent to Parties: 19 February 2021

FOR THE TRIBUNAL OFFICE

#### 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.