



# EMPLOYMENT TRIBUNALS

**Claimant:** Simwinji Zeko

**Respondents:** (1) The University of the West of England  
(2) Peter Clegg  
(3) Sean Watson  
(4) Steven Neill  
(5) Shay Dare  
(6) Steven West  
(7) Jane Harrington  
(8) Alison McIver  
(9) Sally Moyle  
(10) Judith Thorne

**Heard at:** Bristol Civic Justice Centre

**On:** 15, 16, 17, 18, 19, 22, 23, 24, 25 May 2023

**Before:** Employment Judge S Moore  
Ms Y Neves  
Ms G Rees

## Representation

**Claimant:** In person  
**Respondent:** Mr D Mitchell, Counsel

# JUDGMENT

1. The claimant's claims for unfair dismissal contrary to s94, s103A and s104 Employment Rights Act 1996 fail and are dismissed.
2. The claimant's claims for race, sex and associative disability related harassment contrary to s26 Equality Act 2010 fail and are dismissed.
3. The claimant's claims for direct race, sex and associative disability discrimination contrary to s13 Equality Act 2010 fail and are dismissed.

**Case Number: 1400283/2018**

**1400615/2019**

**1403339/2019**

4. The claimant's claims under Regulation 6 and 8 of the Fixed Term Employees (Prevention of Less Favourable Treatment) Regulations 2002 fail and are dismissed.

Employment Judge S Moore

Date: 30 May 2023

Judgment sent to the Parties: 12 June 2023

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.

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