



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss J Mills  
**Respondent:** Winchmore School  
**Heard at:** Bury St Edmunds (via CVP)  
**On:** 9, 10, 11 and 12 April 2024  
**Before:** Employment Judge Graham  
**Members:** Ms Morgan and Ms Williams  
**Representation:**  
Claimant: In person  
Respondent: Ms Ismail of Counsel

## JUDGMENT

1. The complaints of direct race discrimination, harassment related to race, and pregnancy and maternity discrimination, fail and are dismissed.

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Employment Judge **Graham**

Date 12 April 2024

JUDGMENT SENT TO THE PARTIES ON  
14 May 2024

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.

### Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

**Recording and Transcription**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>