



EMPLOYMENT TRIBUNALS

Claimant: Ms M Henok

Respondent: Marks and Spencer plc

Heard at: London Central ET

On: 25th February 2025

Before: Employment Judge J Bromige

Representation

Claimant: In Person

Respondents: Ms Defriend (Counsel)

JUDGMENT

1. The Tribunal's finding is that the Claimant does not have a disability within the meaning of s.6 EqA 2010. The Claimant's claims under s.15 and s.20 EqA 2010 are therefore dismissed.
2. The Claimant issued her claims for direct race discrimination (s.13 EqA 2010), harassment on the grounds of race (s.26 EqA 2010) and victimisation (s.27 EqA 2010) out of time. The Tribunal has found that it would not be just and equitable to extend time and so the claims are dismissed.

Employment Judge **J Bromige**

Date 27th February 2025

JUDGMENT SENT TO THE PARTIES ON

5 March 2025

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FOR THE TRIBUNAL OFFICE