



# EMPLOYMENT TRIBUNALS

<b>Claimant:</b>	Mrs Jacqueline Morrison
<b>Respondent:</b>	Marks and Spencer PLC

<b>Heard at:</b>	London South	<b>On:</b> 5, 6 and 7 March 2025
<b>Before:</b>	Employment Judge D Wright Mr S Khan Mr M Marena	

<b>REPRESENTATION:</b>	
<b>Claimant:</b>	In person (with assistance from her daughter) until judgment. Mr L Lennard (lay representative) for the costs application.
<b>Respondent:</b>	Mr A Leonhardt (Counsel).

## JUDGMENT

The unanimous judgment of the Tribunal is as follows:

### Direct discrimination

1. The claimant's complaint of direct race discrimination is not well-founded and is dismissed.
2. The claimant's complaint of direct sex discrimination is not well-founded and is dismissed.
3. The respondent's application for a costs order under Rules 74(2)(a) and 74(2)(b) is successful under both heads.

4. The claimant is to pay the respondent's costs assessed in the sum of £2,600. The respondent being VAT registered this figure does not include VAT and the claimant does not need to pay any additional sum for VAT.
5. The claimant requested written reasons at the hearing, and these will follow in due course under separate cover.

**Approved by:  
Employment Judge Wright  
07<sup>th</sup> March 2025**

Judgment sent to the parties on:  
10<sup>th</sup> March 2025

For the Tribunal Office

**Note**

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

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