



# EMPLOYMENT TRIBUNALS

**Claimant:** Cynthia Elethia McKenzie

**Respondent:** Simon Neil Coppack

**Heard at:** Bristol ET (via CVP)

**On:** 22 & 23 April 2025

**Before:** Employment Judge Katherine Gibb  
Lynn Fellows  
Dr Catherine Hole

## Representation

**Claimant:** In person (supported by Bethany Angell, McKenzie Friend)

**Respondent:** In person

# JUDGMENT

It is the unanimous decision of the tribunal that:

- (1) The Claimant's claim for unfair dismissal is not well founded and is dismissed.
- (2) The Claimant's claim for direct discrimination on the grounds of race is not well founded and is dismissed.
- (3) The Claimant's claim for harassment related to race is not well founded and is dismissed.
- (4) The Claimant's claim for breach of contract (relating to notice) is not well founded and is dismissed.

Employment Judge K Gibb  
23 April 2025

JUDGMENT SENT TO THE PARTIES ON  
06 May 2025 By Mr J McCormick

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.