



EMPLOYMENT TRIBUNALS

Claimant: Matthew Coverley
Respondent: Ministry of Defence
Heard at: Cambridge Employment Tribunal
On: 28, 29 and 30 April, 1 and 2 May 2025
Before: Employment Judge Freshwater
Tribunal Member Mr Grant
Tribunal Member Mr Scott

Representation

Claimant: Ms L Millin (counsel)
Respondent: Mr S Crawford (counsel)

JUDGMENT

1. The claimant's claim of direct race discrimination is not well-founded and is dismissed.
2. The claimant's claim of direct sex discrimination is not well-founded and is dismissed.

Approved by:

Employment Judge Freshwater

Date: 2 May 2025

JUDGMENT SENT TO THE PARTIES ON

4 June 2025

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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/