



EMPLOYMENT TRIBUNALS

Claimant: Ms L Chapman
Respondent: Veterinary Medicines Directorate
Heard at: London South via CVP **On:** 27 – 31 October 2025
Before: Employment Judge R Havard

Representation:
Claimant: In person;
Respondent: Mr A Tinnion, Counsel.

JUDGMENT

It is the judgment of the Tribunal that:

1. the Claimant's claim of discrimination on the grounds of race is not well-founded and is dismissed.
2. The claim for holiday pay was not presented within the applicable time limit. It was reasonably practicable to do so. The claim is therefore dismissed.

Employment Judge R Havard
Dated: 31st October 2025

Order sent to parties on
Date: 12th November 2025

For the Tribunal Office

The reasons for this decision were given orally at the hearing. Written reasons will not be provided unless they are asked for by a written request presented by any party within 14 days of this written judgment being sent to the parties.