



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss A Gray

**Respondent:** X-Pharm Ltd t/a Touchwood Pharmacy

**Heard at:** London South, by video

**On:** 8, 9, 10, 11 and 12 December 2025

**Before:** Employment Judge Cawthray  
Mr. C Wilby  
Ms. G Mitchell

## Representation

**Claimant:** Mr. Adewumi, Consultant

**Respondent:** Mr. Pickard, Counsel

# JUDGMENT

1. The complaint of direct race discrimination is not well-founded and is dismissed.
2. The complaint of indirect race discrimination is not well-founded and is dismissed.
3. The complaint of being subjected to detriment for making a protected disclosure is not well-founded and is dismissed.
4. The complaint of automatically unfair dismissal under section 103A Employment Rights Act 1996 is not well founded and is dismissed.
5. The complaint of automatically unfair dismissal under section 12 Employment Relations Act 1999 is not well founded and is dismissed.

Approved by:

**Employment Judge Cawthray**

**12 December 2025**

## 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/](http://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/)