



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant: Mr D Bakary

Respondent: Royal Mail Group Limited

Heard at: London South **On:** 31 July, 01, 02, 03 & 04 August 2017

Before: Employment Judge Freer
Members Ms S V MacDonald
Ms J Bird

Representation

Claimant: In person
Respondent: Mr I Hartley, Solicitor

JUDGMENT

It is the unanimous judgment of the Tribunal that the Claimants' claim of a failure to make a reasonable adjustment and part of the Claimant's claim of discrimination arising from disability are successful.

The Claimant's remaining claims are unsuccessful.

The Respondent shall pay to the Claimant the sum of £37,582.75 comprising £18,882.75 loss of earnings; £18,000 injury to feelings, and £1,000 personal injury general damages.

Interest is awarded on the amount of compensation in the sum of £3,251.

The Tribunal also makes the following recommendations:

- 1) When addressing issues relating to the Claimant's disability the Respondent's management should seek HR support and/or advice (the period of this recommendation is one year from the date of this judgment being sent to the parties).
- 2) Mr Pickford shall within six weeks of this judgment being sent to the parties receive refresher training on equality issues.

3) Within four weeks of this judgment being sent to the parties the parties are to enter into the Respondent's internal mediation in an attempt to seek agreement on the basis of the Claimant's return to work.

Employment Judge Freer
Date: 12 September 2017

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.