



# EMPLOYMENT TRIBUNALS

**Claimant:**  
Mrs M Patel

v

**Respondent:**  
Royal Mail Group Ltd

**Heard at:** Reading

**On:** 22, 23, 24 & 25 January 2018

**Before:** Employment Judge Chudleigh  
Members: Mr A Kapur and Mr DE Palmer

## Appearances

**For the Claimant:** In person

**For the Respondent:** Mr I Hartley (Solicitor)

# JUDGMENT

In the unanimous view of the tribunal:

1. The respondent failed to comply with a duty to make reasonable adjustments in respect of the claimant in breach of s. 20 of the Equality Act 2010 ("EqA").
2. The respondent discriminated against the claimant by treating her unfavourably because of something arising in consequence of her disability contrary to s.15 EqA. The respondent cannot show that the treatment was a proportionate means of achieving a legitimate aim.
3. The respondent unfairly dismissed the claimant.

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Employment Judge Chudleigh

Date: 29 January 2018

Sent to the parties on: 9 February 2018

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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.**