



EMPLOYMENT TRIBUNALS

Claimant: Mr R Ladell
Respondent: Royal Mail Group Limited
Heard at: Bury St Edmunds **On:** 19 to 22 November 2018
Before: Employment Judge Finlay
Members: Mr R Allan and Mr V Brazkiewicz

Appearances

For the claimant: Mr D Chapman (Solicitor)
For the respondent: Mr M Foster (Solicitor)

JUDGMENT (LIABILITY)

The unanimous Judgment of the Employment Tribunal is as follows:

1. The claimant was unfairly dismissed by the respondent.
2. Any award of compensation to the claimant will be reduced as follows:
 - Reduced by 30% due to the claimant's conduct;
 - Increased by 12.5% due to the respondent's unreasonable failure to comply with the ACAS Code of Practice on Disciplinary and Grievance Procedures.
3. The complaints of direct discrimination and failure to make reasonable adjustments fail and are dismissed.
4. The complaint of discrimination arising from disability is dismissed upon withdrawal.
5. The complaint relating to arrears of pay fails and is dismissed.

Employment Judge Finlay
23 November 2018

Sent to the parties on:

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For the Tribunals 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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.