



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr C Hayes

**Respondent:** Royal Mail Group Limited

**HELD AT:** Sheffield **ON:** 10, 11 and 12 April 2018

**BEFORE:** Employment Judge Little  
Mr L Priestley  
Mr G Harker

## REPRESENTATION:

**Claimant:** Mr J Searle of Counsel (instructed by Best Solicitors)  
**Respondent:** Mr S Peacock, Solicitor (Weightmans)

# JUDGMENT

The unanimous Judgment of the Tribunal is that:-

1. At all material times the Claimant was a person with a disability by a reason of a mental impairment (in addition to being, as conceded by the Respondent, a disabled person by reason of a physical impairment).
2. The complaint of direct disability discrimination is not made out and is dismissed.
3. The Claimant was unfairly dismissed.
4. However he contributed to that dismissal to the extent of 60%.

Employment Judge Little

Date 23<sup>rd</sup> April 2018

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.

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