



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mr Rizwan Shah

v

Royal Mail Group Limited

Heard at: Watford

On: 24, 25, 26, 27, and 28 August 2020
(27 August 2020 in private, discussion)

Before: Employment Judge McNeill QC with members,
Mr Dykes; and
Mr Bhatti.

Appearances

For the Claimant: Ms T. Hand, Counsel
For the Respondent: Mr I. Hartley, Solicitor

JUDGMENT

- (1) The Claimant's claims for direct race discrimination, as set out in paragraphs 2c, 2g, 2j and 2k of the List of Issues agreed between the parties, are upheld and it is declared that the Respondent discriminated against the Claimant because of race in relation to those matters.
- (2) All the Claimant's other claims for direct race discrimination are dismissed.
- (3) The Claimant's claim for harassment related to his race is upheld.
- (4) The Claimant's claim for victimisation is dismissed.
- (5) In respect of the claims that are upheld, the Claimant is awarded the sum of £26,000 for injury to feelings together with interest of £4,888.73, giving a total sum of **£30,888.73**, which is payable to the Claimant by the Respondent.

Employment Judge McNeill QC

Dated: 28 August 2020

Sent to the parties on: ..02/09/2020.....

.....S.Kent
For the Tribunal

Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless 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.