



# EMPLOYMENT TRIBUNALS

**BETWEEN**

**Claimant**  
Mr C Sano

**AND**

**Respondent**  
Royal Mail Group Limited

**JUDGMENT OF THE EMPLOYMENT TRIBUNAL**

**HELD BY VIDEO (CVP)**

**ON**

**12 to 19 April 2021**

**EMPLOYMENT JUDGE GRAY**

**MEMBERS: MR N CROSS and MRS C DATE**

**Representation**

**For the Claimant:**

**In person (assisted by Mrs O Rouse a Portuguese speaking interpreter)**

**For the Respondent:**

**Mrs J Linford (Solicitor)**

**JUDGMENT**

**The unanimous judgment of the tribunal is that:**

- **By consent, the parties agree that the Claimant is owed £1,500 gross of holiday pay and the Respondent is ordered to pay the net amount of that to the Claimant.**
- **The complaints of unfair dismissal / automatic unfair dismissal, wrongful dismissal and direct discrimination and harassment because of race, fail and are dismissed.**

Employment Judge Gray  
Date: 19 April 2021

Judgment sent to the Parties: 06 May 2021

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.