



# THE EMPLOYMENT TRIBUNALS

**Claimant:** **Mr P Sansum**

**Respondent:** **Royal Mail Group Limited**

**Heard at:** **Newcastle upon Tyne Hearing Centre**  
**On:** **Monday 9<sup>th</sup> – Thursday 12<sup>th</sup> August 2021**

**Before:** **Employment Judge Langridge (sitting alone)**

***Representation:***

**Claimant:** **In person**

**Respondent:** **Mr S Peacock (Solicitor)**

## JUDGMENT

1. The claimant's claim to have been unfairly dismissed under the provisions of Section 100 Employment Rights Act 1996 is not well-founded and is dismissed.
2. The claimant was dismissed for reasons of conduct and that dismissal was fair and reasonable under section 98(4) Employment Rights Act 1996. This claim is also not well-founded and is dismissed.

SE Langridge  
**EMPLOYMENT JUDGE LANGRIDGE**

**JUDGMENT SIGNED BY EMPLOYMENT  
JUDGE ON 9 September 2021**

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