



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr J Sanderson  
**Respondent:** Royal Mail Group Limited

## AT A HEARING

**Heard at:** Leeds                      **On:** 13<sup>th</sup> & 14<sup>th</sup> April 2022  
**Before:** Employment Judge Lancaster  
**Members;** W Roberts  
                    J Noble

### Representation

**Claimant:** In person  
**Respondent:** Mr S Peacock, solicitor

## JUDGMENT

1. The Respondent has discriminated against the Claimant by failing to make a reasonable adjustment.
2. The Respondent is ordered to pay to the Claimant the sum of £5,500.00 as compensation for injury to feelings.
3. The Respondent is further ordered to pay interest on the said sum at the rate of 8 per cent per annum from 21<sup>st</sup> July 2021 to date,  $268/365 \times £440$ , namely £323.07.
4. The period for interest at paragraph 3 above is corrected from that announced orally at the hearing, which incorrectly stated that interest should only run from the mid point, 2<sup>nd</sup> December 2021, a period of only 134 days and a miscalculated figure of £197.70 Under the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996 the relevant date for calculating interest on awards of injury for feelings is the date of contravention under regulation 6 (1) (a) and not the mid point under regulation 6 (1) (b) which applies to all other sums of damages or compensation.
5. Pursuant to sections 124 2 (b) and 3 of the Equality Act 2010 the tribunal recommends that in order to obviate or reduce the adverse effect upon the Claimant of the failure to afford him the proper opportunity, having regard to his disability, of a fair hearing to appeal the disciplinary sanction imposed, that within 28 days the serious warning for 24 months from 25<sup>th</sup> February 2021 be reduced to a warning for 12 months from the same date, and that all records be amended accordingly.

**Note**

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](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.