



EMPLOYMENT TRIBUNALS

Claimant: Mrs Janet Peart (as personal representative of Mr Derek Woodroffe, deceased)

Respondent: Royal Mail Group Ltd

Heard at: East London Hearing Centre

On: 25, 26, 27, 28 April 2023

Before: Employment Judge Volkmer
Members: Mr J Hutchings
Ms J Isherwood

Representation

Claimant: Mr Percival (Trade Union Representative)
Respondent: Mr Chaudhry (Solicitor).

JUDGMENT

1. The Claimant's claim of direct race discrimination is dismissed on withdrawal by the Claimant.
2. The Claimant's claim of constructive unfair dismissal is upheld.
3. The Claimant's claim that the Respondent failed to make reasonable adjustments is upheld.
4. The Claimant's claim of harassment related to race is upheld.
5. Remedy is to be determined at a separate hearing.

Employment Judge Volkmer
Dated: 28 April 2023