



EMPLOYMENT TRIBUNALS

Claimant: Mr Ian Winrow

Respondent: Royal Mail Group Limited

Heard at: Liverpool **On:** 18-21 September 2023

Before: Employment Judge Liz Ord
Tribunal Member Ms E Cadbury
Tribunal Member Mr D Williamson

Representation:

Claimant: Mr Brien (Counsel)
Respondent: Mr Peacock (Solicitor)

JUDGMENT

The unanimous judgment of the tribunal is:

1. The claimant's complaint under sections 20 and 21 of the Equality Act 2010 for failure to make reasonable adjustments is well founded with respect to those adjustments set out in the list of issues at points 4.1, 4.2, 4.3 and 4.4 only.
2. The respondent is ordered to pay the claimant the agreed net sum of £20,000 including interest for loss of overtime and injury to feelings.
3. The tribunal recommends that the respondent permit the claimant to use a bicycle for his delivery duties and to provide him with a bicycle for this purpose within 28 days of this order. During this 28 day time period, it is recorded that the claimant agrees to consult and engage with the respondent on which bicycle is to be used, any modifications required to the bicycle, and any adjustments required to delivery route 610 (the claimant's delivery route).

Employment Judge Liz Ord

Date 22 September 2023

JUDGMENT SENT TO THE PARTIES ON

27 September 2023

FOR THE TRIBUNAL OFFICE

Notes

1. 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. If written reasons are provided, they will be displayed on the tribunal's online register of judgments, which is visible to internet searches.



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **2405090/2022**

Name of case: **Mr I Winrow** v **Royal Mail Group Ltd**

Interest is payable when an Employment Tribunal makes an award or determination requiring one party to proceedings to pay a sum of money to another party, apart from sums representing costs or expenses.

No interest is payable if the sum is paid in full within 14 days after the date the Tribunal sent the written record of the decision to the parties. The date the Tribunal sent the written record of the decision to the parties is called **the relevant decision day**.

Interest starts to accrue from the day immediately after the relevant decision day. That is called **the calculation day**.

The rate of interest payable is the rate specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as **the stipulated rate of interest**.

The Secretary of the Tribunal is required to give you notice of **the relevant decision day**, **the calculation day**, and **the stipulated rate of interest** in your case. They are as follows:

the relevant decision day in this case is: 27 September 2023

the calculation day in this case is: 28 September 2023

the stipulated rate of interest is: **8% per annum**.

For the Employment Tribunal Office