



EMPLOYMENT TRIBUNALS

Claimant: Mr. O Ogunbayo
Respondent: Royal Mail Group Ltd

JUDGMENT

The claimant's application dated 3 October 2023 for reconsideration of the decision dated 5 September 2023 is refused.

REASONS

1. There is no reasonable prospect of the decision being varied or revoked.
2. The claimant asserts that the respondent failed to disclose evidence and present relevant witnesses. It is a matter for the respondent which witnesses it wishes to rely on. The respondent is under an obligation to disclose all relevant evidence and it is open to the claimant to make an application for specific disclosure if he considers that specific documents have not been disclosed. The claimant did not raise any issues about disclosure or witnesses at the hearing. The claimant has not identified any specific relevant evidence which he says was not disclosed by the respondent.
3. The claimant asserts that it was not possible to determine the victimisation claim without determining that his dismissal was in breach of the Equality Act and the 'Public Disclosure Act'. That is not the case. It was not necessary for me to determine those issues to determine the victimisation claim that was before me. Accordingly any documents or witnesses that related purely to those issues would not have been relevant.
4. The claimant refers to being 'deceived' by the respondent about the need for evidence at the preliminary hearing. The correspondence that he relies on relates to a preliminary hearing not to the final hearing on 5 September 2023. In that correspondence the respondent's representative indicated that the bundle for the preliminary hearing only needs to include documents relevant to the preliminary issue of whether the claim should be struck out. The issue of what documents were included in the preliminary hearing bundle and why

is not relevant to my decision at the substantive hearing.

5. The claimant disagrees with decisions made at previous hearings. This does not give grounds for reconsidering the decision in question.
6. In reaching my original decision I correctly applied the relevant law to the facts and reached the decision as explained in my reasons. I have considered the points raised by the claimant and none of them demonstrate any arguable error of law or other reason which might give rise to a reasonable prospect of the decision being varied or revoked.

Employment Judge **Buckley**

Date 16 October 2023