



## **EMPLOYMENT TRIBUNALS (SCOTLAND)**

**Case No: 8000366/2023**

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**Held in Glasgow on 7 to 10 November 2023**

**Employment Judge - A Strain  
Members – J Ward and M McAllister**

10 **Mr J Bell**

**Claimant  
In Person**

**Royal Mail Group Limited**

**Respondent  
Represented by:  
Mr A Gibson –  
Solicitor**

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### **JUDGMENT OF THE EMPLOYMENT TRIBUNAL**

The Judgment of the Employment Tribunal is that: (1) the Claimant's claims of unfair dismissal and disability discrimination are unsuccessful; and (2) the Claimant's claims of disability discrimination for acts/incidents occurring prior to  
20 20 September 2021 have been presented out of time and it not being just and equitable to extend the time limits, are dismissed.

### **REASONS**

Oral reasons were provided at the conclusion of the Hearing.

25 **Employment Judge: A Strain  
Date of Judgment: 10 November 2023  
Entered in register: 20 November 2023  
and copied to parties**