



EMPLOYMENT TRIBUNALS

Claimant: Mr P A Wilson

Respondent: Royal Mail Group Limited

HELD AT: Liverpool

ON: 4, 5 & 6 March 2024

BEFORE: Employment Judge Johnson

MEMBERS: Ms A Eyre
Mr A Wells

REPRESENTATION:

Claimant: Mr J Heath (solicitor)

Respondent: Ms S Percival (solicitor)

JUDGMENT

The judgment of the Tribunal is that:

- (1) The complaint of disability discrimination arising from a disability contrary to section 15 Equality Act 2010 is well founded which means that it is successful.
- (2) The complaint of disability discrimination arising from a failure to make reasonable adjustments contrary to sections 20 & 21 Equality Act 2010 is well founded which means that it is successful.
- (3) The claimant was unfairly dismissed contrary to Part X of the Employment Rights Act 1996.
- (4) The case be listed for a remedy hearing before the same Tribunal panel to determine the quantification of the claimant's losses arising from the successful complaints on a date to confirmed.
- (5) The remedy hearing will be listed following confirmation to the Tribunal by the parties of witness dates to avoid, proposed remedy hearing length and case

management orders and which must be provided by no later than 14 days following the date of this judgment.

Employment Judge Johnson

Date 6 March 2024

JUDGMENT SENT TO THE PARTIES ON
21 March 2024

FOR THE TRIBUNAL OFFICE

Note

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.

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Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>