



EMPLOYMENT TRIBUNALS

Claimant: Mr J Dawson

Respondent: Royal Mail Group Ltd

Heard at: Nottingham

On: 12, 15 - 19, 22 - 24 April 2024

Before: Employment Judge McTigue
Mr Edmonson
Mr Tansley

Representation

Claimant: In person

Respondent: Mr Chaudhry, Solicitor

JUDGMENT

1. The complaint of harassment related to disability was not presented within the applicable time limit. It is not just and equitable to extend the time limit. The claim is therefore dismissed.
2. The complaint of victimisation is not well-founded and is dismissed.
3. The complaint of being subjected to detriment for making a protected disclosure is not well-founded and is dismissed.
4. The complaint of failure to make reasonable adjustments for disability is not well-founded and is dismissed.
5. The complaint of discrimination arising from disability, was not presented within the applicable time limit. It is not just and equitable to extend the time limit. The claim is therefore dismissed.
6. The complaint of indirect discrimination is not well-founded and is dismissed.
7. The respondent made an unauthorised deduction from the claimant's wages. The respondent shall pay the claimant £985.25.

Employment Judge McTigue

Date: 24 April 2024

JUDGMENT SENT TO THE PARTIES ON

.....03 June 2024.....

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FOR THE TRIBUNAL OFFICE

Notes

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.

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/>