



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs R Samuel

**Respondent 1:** Royal Mail Group Limited

**Respondent 2:** Ricki Pike

**Respondent 3:** Matina Calvert

**Respondent 4:** Ian Sharrock

**Respondent 5:** James Watts

**Respondent 6:** Adam Clowes

**Respondent 7:** Andrew Catlett

**Heard at:** Bury St Edmunds

**On:** 22, 23, 24, 25, 26, 29, 30 & 31 July, and  
14 and 15 October 2024

**Before:** Employment Judge Graham  
Mr G Edmondson  
Mr D Hart

## **Representation**

**Claimant:** In person

**Respondent:** Mr O Lawrence, Counsel

# JUDGMENT

1. The complaints of direct race and disability discrimination fail and are dismissed.
2. The complaint of discrimination arising from disability fails and is dismissed.
3. The complaint of failure to make reasonable adjustments fails and is dismissed.
4. The complaint of victimisation fails and is dismissed.
5. The complaint of detriment for having made a protected disclosure fails and is dismissed.
6. The complaint under the Working Time Regulations fails and is dismissed.

7. The Claimant has behaved unreasonably in the conduct of this litigation, however we decline to make an award of costs against her.

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Employment Judge Graham

Date 15 October 2024

JUDGMENT SENT TO THE PARTIES ON

8 November 2024

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](http://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/>