



EMPLOYMENT TRIBUNALS

Claimant: Mr Sam Skubala

Respondent: Royal Mail Group LTD

Heard at: Nottingham

On: 9,10, 11
September, and 1 November
2024.

Before: Employment Judge L Brown
Ms J Hallam
Mr A Saddique

REPRESENTATION:

Claimant: In person

Respondent: Ms K Faulkner (Solicitor)

JUDGMENT

The unanimous judgment of the Tribunal is as follows:

Direct discrimination

1. The complaint of direct disability discrimination is not well-founded and is dismissed.

Harassment

2. The complaint of harassment related to disability is not well-founded and is dismissed.

Unfavourable treatment because of something arising in consequence of disability

- 3. The complaint of unfavourable treatment because of something arising in consequence of disability is not well-founded and is dismissed.

Failure to make reasonable adjustments for disability

- 4. The complaint of failure to make reasonable adjustments for disability is not well-founded and is dismissed.

Unfair Dismissal

- 5. The complaint of unfair dismissal is not well-founded and is dismissed.

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Employment Judge Brown
31 October 2024

Judgment sent to the parties on:

.....15 November 2024.....

For the Tribunal:

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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/>