



EMPLOYMENT TRIBUNALS

Claimant: Mr P Baptiste

Respondent: Royal Mail Group Ltd

Heard at: Reading **On:** 23- 26 September 2024

Before: Employment Judge Shastri-Hurst, Ms E Gibson, Ms F Tankard

Representation

Claimant: in person
Respondent: Mr T Kirk (counsel)

JUDGMENT

1. The claimant's claim of direct race discrimination is ill-founded and fails;
2. The claimant's claim of direct sex discrimination is ill-founded and fails;
3. The claimant's claim of unauthorised deduction of wages is ill-founded and fails.

Employment Judge Shastri-Hurst

Date: 26 September 2024

JUDGMENT SENT TO THE PARTIES ON 3 December 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 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/>