



EMPLOYMENT TRIBUNALS

Claimant: Mr C Marshall

Respondent: Royal Mail Group Limited

Heard at: Watford Employment Tribunal (By Video)
On: 6 – 9 January 2025

Before: Employment Judge Bradford
Mrs J Costley
Mrs C Smith

Representation

Claimant: Mrs L Simpson, Counsel
Respondent: Mr S Peacock, Solicitor (Partner, Weightmans)

JUDGMENT

1. The complaint of indirect age discrimination contrary to ss19 and 39/41 Equality Act 2010 is not well-founded and is dismissed;
2. The complaint of victimisation contrary to ss27 and 39/41 Equality Act 2010 is not well-founded and is dismissed;
3. The complaint of being subjected to detriment contrary to s48 Employment Rights Act 1996 for making a protected disclosure as defined by s43B Employment Rights Act 1996 is not well-founded and is dismissed.

Employment Judge Bradford

Date 9 January 2025

JUDGMENT SENT TO THE PARTIES ON
25 January 2025

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.