



EMPLOYMENT TRIBUNALS

Claimant: Mr J Abdulla
Respondent: Royal Mail Group Ltd
Heard at: Watford Employment Tribunal (In public; By video)
On: 24 to 28 February; 3 March 2025
Before: Employment Judge Quill; Mr A Scott; Mr L Hoey

Appearances

For the claimant: In person
For the respondent: Mr G Edwards, solicitor

JUDGMENT

- (1) Each of the following amounted to disabilities at all relevant times (which is from July 2022 onwards):
 - (i) Long Covid
 - (ii) Anxiety and Depression
 - (iii) Nerve compression
- (2) The complaint of harassment related to race (paragraph 7 of the list of issues) fails and is dismissed. The alternative complaint of discrimination because of race, based on same alleged act (paragraph 4 of the list of issues) fails and is dismissed. In addition, these complaints are made out of time, and it is not just and equitable to extend time.
- (3) The complaints of harassment related to disability (paragraph 8 of the list of issues) fails and is dismissed. In addition, these complaints are made out of time, and it is not just and equitable to extend time.
- (4) The complaint of disability discrimination (within the definition in section 15 the Equality Act 2010 ("EQA")) (paragraph 5 of the list of issues) fails and is dismissed.

- (5) The complaint of failure to make reasonable adjustments (paragraph 6 of the list of issues) fails and is dismissed. In addition, this complaint is made out of time, and it is not just and equitable to extend time
- (6) The Claimant's dismissal was not unfair. The complaint of unfair dismissal fails and is dismissed.
- (7) As a result of the above decisions, all the claims have been dismissed.

Employment Judge Quill

Approved: 3 March 2025

JUDGMENT SENT TO THE PARTIES ON
13 March 2025

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FOR THE TRIBUNAL OFFICE

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