



EMPLOYMENT TRIBUNALS

Claimant**Respondent**

Mr R Sanders

v

Royal Mail Group Limited

Heard at: Bury St Edmunds

On: 6 & 7 March 2025

Before: Employment Judge Laidler

Appearances

For the Claimants: In person

For the Respondent: Mr L Millington, Solicitor

JUDGMENT

The Claimant was fairly dismissed by reason of conduct, a potentially fair reason falling within s.98 of the Employment Rights Act 1996 and his claim for unfair dismissal fails and is dismissed.

Approved by:

Employment Judge Laidler

Date: 18 March 2025

Sent to the parties on: 27 March 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.

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 is likely to be payable in most but not all circumstances. 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/>