



EMPLOYMENT TRIBUNALS

Claimant: Mr J Tshino

Respondent: Royal Mail Group Limited

Heard at: Manchester Employment Tribunal

On: 31 March, 01, 02, 03, 04 and 07 April 2025

Before: Employment Judge M Butler
Ms K Fulton
Ms B Hillon

Representation

Claimant: Self-representing

Respondent: Mr S Peacock (Solicitor)

JUDGMENT

The unanimous decision of the tribunal is that:

1. The allegations of direct race discrimination all fail and are dismissed.
2. The allegations of harassment related to race all fail and are dismissed.
3. The allegations of victimisation all fail and are dismissed.
4. The allegations of being subject to a trade union detriment pursuant to s.146 of the Employment Rights Act 1996 all fail and are dismissed.
5. The allegation of automatic unfair dismissal pursuant to s.100 of the Employment Rights Act 1996 fails and is dismissed.
6. The claims of unlawful deduction from wage and breach of contract claims were not live issues at this hearing. However, for the avoidance of doubt, if these were still live issues, based on the findings of the tribunal these would have failed and would have been dismissed.
7. All claims in this case were not well founded and are dismissed.

Case No: 2401705/23, 2404458/2023, 2406523/2023, 2407307/2023

Judgment approved by:

Employment Judge **M Butler**

Date_07 April 2025_____

JUDGMENT SENT TO THE PARTIES ON
24 April 2025
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/>