



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr M Iles

**Respondent:** Royal Mail Group Limited

**Heard at:** Bristol (CVP)

**On:** 1 & 2 May 2025

**Before:** Employment Judge A.M.S. Green

## Representation

Claimant: In person

Respondent: Mr G Edwards, Solicitor

# JUDGMENT

1. The claims of direct disability discrimination and discrimination arising from disability were not presented within the applicable time limit, but it is just and equitable to extend the time limit. The claims will therefore proceed.
2. The complaint of direct disability discrimination is not well-founded and is dismissed.
3. The complaint of unfavourable treatment because of something arising in consequence of disability is not well-founded and is dismissed.

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Employment Judge Green  
Date: 2 May 2025

JUDGMENT SENT TO THE PARTIES ON  
16 May 2025

Jade Lobb  
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.