



EMPLOYMENT TRIBUNALS

Claimant: Ms L Noel

Respondent: Royal Mail Group Limited

Heard at: London South

On: 14, 15, 16, 17 18 July 2025

Before: Employment Judge Heath
Mrs H Carter
Ms C Edwards

REPRESENTATION:

Claimant: In person

Respondent: Mr Chaudhry (Solicitor Advocate)

JUDGMENT

1. Upon the respondent's concession on 17 July 2025, the complaint of unauthorised deductions from wages is well-founded. The respondent made an unauthorised deduction from the claimant's wages. The respondent shall pay the claimant **£6,857.72**, which is the gross sum deducted. The claimant is responsible for the payment of any tax or National Insurance.
2. The claimant's claims of unfair dismissal, discrimination arising from disability, discrimination by failure to make reasonable adjustments and harassment are not well-founded and are dismissed.

Approved by:

Employment Judge Heath

18 July 2025

Judgment sent to the parties on:

28 July 2025

For the Tribunal:

P Wing

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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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 at www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/