



EMPLOYMENT TRIBUNALS

Claimant: Ms. C Holroyd
Respondent: Royal Mail Group Limited
Heard at: Cardiff
On: 24 and 25 September 2025
Before: Employment Judge Cawthray

Representation

Claimant: In person, not legally qualified, supported by son and daughter, Thomas Holroyd and Annie Holroyd
Respondent: Mr. Brown, Solicitor

JUDGMENT

1. The complaint of unfair dismissal is not well-founded and is dismissed. The claimant was fairly dismissed.
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.
4. The complaint of unauthorised deductions from wages is not well-founded and is dismissed.

Approved by:

Employment Judge Cawthray

25 September 2025

JUDGMENT SENT TO THE PARTIES
ON

13 October 2025

Adam Holborn
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. 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 here:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/