



EMPLOYMENT TRIBUNALS

Claimant: Mrs S Gwiazda
Respondent: Royal Mail Group Ltd

Heard at: London Central (by CVP)

On: 21/5/25
Before: Employment Judge Mr J S Burns

Representation
Claimant: In person
Respondent: Mr S Harte (Solicitor)

JUDGMENT

1. The Equality Act 2010 claims are dismissed on withdrawal by the Claimant
2. By consent, it is declared that the Claimant's complaint under section 80 ERA 1996 (that the Respondent unreasonably postponed and prevented the Claimant taking parental leave over two weeks in August 2024), is well founded.¹

Employment Judge J S Burns
21/05/2025
For Secretary of the Tribunals

Date sent to parties
22 May 2025

¹ (Note: it was conceded on behalf of Respondent that contrary to the requirements of paragraph 6(e) in Schedule 2 of The Maternity and Parental Leave Etc Regs 1999, it failed to serve a counternotice within 7 days of the Claimant's notice given on 19/2/24)