EMPLOYMENT TRIBUNALS

Claimant: **Mr S Raval**

Respondent: **Royal Mail Group Limited**

Heard at: London South   **On: 8, 9 and 10 September 2025**

Before:
Employment Judge Heath
Mrs L Grayson
Mr P Morcom

Representation
Claimant: In person
Respondent: **Mr R Chaudhry (Solicitor)**

JUDGMENT

The claimant's claims of direct race discrimination, direct religion or belief discrimination, harassment related to race, harassment related to religion or belief and part-time worker detriment are not well-founded and are dismissed.

Approved by:

Employment Judge Heath

10 September 2025

**JUDGMENT SENT TO THE PARTIES
ON 14th October 2025**

**O.Miranda
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/