



EMPLOYMENT TRIBUNALS

Claimant: Ms S Crowther

Respondent: Royal Mail Group Ltd

Heard at: Bristol Employment Tribunal **On:** 1-5 December 2025

Before: Employment Judge Ferguson

Representation

Claimant: Mr S Salem, non-legal representative

Respondent: Mr R Chaudhry, Solicitor-Advocate

JUDGMENT

It is the judgment of the Tribunal that:

1. The complaint of direct sex discrimination relating to the conduct of Mr Thorpe on or around 4 November 2023 is well-founded and succeeds. Further, it is just and equitable to extend the time limit in respect of this complaint.
2. The complaint of victimisation is well-founded and succeeds.
3. The complaints of harassment related to sexual orientation are not well-founded and are dismissed.
4. The complaints of direct sexual orientation discrimination are not well-founded and are dismissed.
5. The Claimant is awarded £6,450 plus interest of £916.08 as compensation for injury to feelings.
6. The Respondent must pay the Claimant the total amount of **£7,366.08**.

Approved by:

Employment Judge Ferguson

Date: 5 December 2025

JUDGMENT SENT TO THE PARTIES ON
22nd December 2025

.....
Simon Fraser

.....
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/