



EMPLOYMENT TRIBUNALS

Claimant: Mr D Davies

Respondent: Royal Mail Group Ltd

Heard at: London South

On: 8-10 September 2025

Before: Employment Judge Atkins (sitting alone)

Representation

Claimant: In person and assisted by Mrs Davies

Respondent: Mrs Simpson, Counsel

JUDGMENT

The judgment of the Employment Tribunal is as follows:

1. The claim of indirect disability discrimination, contrary to section 19 Equality Act 2010, is not well founded and so it fails.
2. The claim of failure to make reasonable adjustments, contrary to sections 20 and 2 Equality Act 2010, is well founded, and succeeds.
3. For the reasons given at the oral hearing, the Respondent must pay the Claimant the gross sum of **£6,322** by **8 October 2025**.

Employment Judge Atkins
10 September 2025

JUDGMENT SENT TO THE PARTIES ON

2ND January 2025

O.Miranda
FOR THE TRIBUNAL OFFICE

Note

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.

Public access to Employment Tribunal Judgments

All judgments and written reasons for the judgments are published online shortly after a copy has been sent to the Claimant(s) and Respondent(s) in a case. They can be found at: www.gov.uk/employment-tribunal-decisions.