



THE EMPLOYMENT TRIBUNAL

Claimant: Mr O. Hassan

Respondent: Royal Mail Group Limited

Heard at: London South Employment Tribunal

On: 1 December 2025

Before: Employment Judge A. Beale KC

Representation

Claimant: In person

Respondent: Ms H Kendrick, Solicitor

JUDGMENT

- 1. On admission of liability by the Respondent, the Claimant's claims, as set out below, succeed:**
 - 1.1 unfair dismissal;**
 - 1.2 wrongful dismissal (insofar as the Claimant was not paid for his notice period after 13 February 2024);**
 - 1.3 discrimination because of something arising in consequence of disability, contrary to s. 15 Equality Act 2010, in respect of the Claimant's dismissal;**
 - 1.4 failure to make reasonable adjustments from late 2023 to the end of the Claimant's employment, contrary to s. 20 and 21 EqA 2010, in respect of the PCPs of:**
 - 1.4.1 assigning customer service providers to 'trailer duty'; and**
 - 1.4.2 dismissing staff with certain levels of absence.**
- 2. The Respondent is ordered to pay the Claimant the following sums, which total £39,300.08:**
 - 2.1 In respect of his unfair dismissal claim:**

- 2.1.1 a basic award of £5,890.50;
- 2.1.2 £500 for loss of statutory rights.

2.2 In respect of his claim for disability discrimination (which sums include any sums due in respect of wrongful dismissal):

- 2.2.1 the net sum of £8,990.35 for loss of earnings and pension, plus interest on that sum of £719.23;
- 2.2.2 £20,000 for injury to feelings, plus interest on that sum of £3,200.

Employment Judge A. Beale KC
Date: 2 December 2025

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.