



EMPLOYMENT TRIBUNALS

Claimant: Miss A Parsons
Respondent: Royal Mail Group Ltd
Heard at: Watford Employment Tribunal

On: 2 & 3 February 2026
4 February 2026 (Deliberation)
5 February 2026

Before: Employment Judge Partington
Members S Wellings
C Surrey

Representation

Claimant: In Person
Respondent: Mrs L Barchet - Solicitor

JUDGMENT

It is the unanimous decision of the tribunal that:

1. In relation to the alleged refusal of the Respondent to grant the Claimant two days annual leave in the week commencing 16 May 2022 giving rise to the complaint of unfavourable treatment because of something arising in consequence of disability, that complaint is dismissed upon withdrawal.
2. In relation to the complaint that David Wheeler on 24 May 2022 said that he would "have the Claimant's job", that was not presented within the applicable time limit. It is not just and equitable to extend the time limit. The claim is therefore dismissed.
3. The complaint of unfavourable treatment because of something arising in consequence of disability in relation to Kerry Ann Davies taking the Claimant off her fixed duty route in or around August 2022, which the claimant says had a detrimental impact upon her anxiety condition, is well-founded and succeeds.
4. The complaint of failure to make reasonable adjustments for disability in relation to the complaint that the Respondent did not grant the claimant annual leave

requests at short notice is not well-founded and is dismissed.

5. The complaint of failure to make reasonable adjustments for disability in relation to the complaint that the Respondent did not maintain the claimant's fixed delivery route is well-founded and succeeds.
6. In relation to the complaints of unauthorised deductions from wages, they were not presented within the applicable time limit. It was reasonably practicable to do so. These claims are therefore dismissed.
7. The complaint of constructive unfair dismissal is not well-founded and is dismissed.

REMEDY

8. The respondent shall pay the claimant the following sums:
 - a. Compensation for past financial losses: **£10,263**;
 - b. Interest on compensation for past financial losses calculated in accordance with the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996: **£1,006.62**;
 - c. Compensation for injury to feelings: **£9,000**;
 - d. Interest on compensation for injury to feelings calculated in accordance with the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996: **£1,765.48**.

Approved by:

Employment Judge Partington

5 February 2026

JUDGMENT SENT TO THE PARTIES ON

16 April 2026.....

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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/