



EMPLOYMENT TRIBUNALS

Claimant: Christopher Doncaster

Respondents: Royal Mail Group Limited

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

Heard at: Southampton

On: 13 to 15 April 2026

Before: Employment Judge Gray

Appearances

For the Claimant: In person

For the Respondents: Mr Franklin (Counsel)

JUDGMENT

It is the judgment of the Tribunal that the Claimant's complaints for direct disability and/or age discrimination and victimisation, all fail and are dismissed.

Approved by:
Employment Judge Gray
Dated: 15 April 2026

Sent to the parties on
23 April 2026

Jade Lobb
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.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. 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:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>