



EMPLOYMENT TRIBUNALS

Claimant: Mr Floyd Reed

Respondent: Royal Mail Group Limited

Heard at: East London Hearing Centre (sitting in Taylor House)

On: 23 July 2026

Before: Employment Judge Barrett

Representation
For the Claimant: Mr H. Sheehan, counsel
For the Respondent: Mr S. Peacock, solicitor

JUDGMENT

The judgment of the Tribunal is that: -

1. It is necessary in the interests of justice for the original judgment dated 27 November 2025 to be reconsidered. On reconsideration, the determination that the Claimant's compensatory award would be reduced by 25% to reflect the chance that the Claimant would have been fairly dismissed is set aside (and in any event the Tribunal has awarded compensation for financial loss under the principles relevant to discrimination cases).
2. The Claimant's application for reconsideration of the Tribunal's determinations in respect of contributory conduct / contributory fault is refused.
3. Matters in dispute between the parties in relation to remedy are determined as follows:
 - a. Nil deduction to be made in respect of any chance the Claimant might have been dismissed absent the discriminatory treatment;
 - b. A 30% deduction to be made in respect of compensation for financial losses for discrimination to reflect findings about the Claimant's

contributory conduct, but nil deduction to compensation for injury to feelings in relation to the same;

- c. On the balance of probabilities, had the Claimant not been dismissed he would have continued in the Respondent's employment until retirement, and would not have been dismissed earlier for reasons of conduct or ill-health capability;
 - d. The Claimant has not unreasonably failed to mitigate his losses and no deduction is made in respect of mitigation;
 - e. The Claimant's additional losses in his new role arising from a licensing delay are not too remote to be recoverable;
 - f. The Claimant's loss of employment-related benefits at the Respondent are compensable regardless of whether he has purchased replacements;
 - g. £600 is awarded in respect of loss of statutory rights;
 - h. £23,000 is awarded in respect of injury to feelings;
 - i. An uplift of 12.5% is appropriate in respect of breach of the ACAS Code of Practice for Disciplinary and Grievance Procedures.
4. The calculations having been agreed between the parties, the Respondent shall within 21 days pay the Claimant the sum of £133,705, comprising £114,688.90 compensation for loss and damage and £19,016.81 in respect of interest.
5. The parties will write into the Tribunal within 14 days with an agreed figure to be awarded in respect of grossing up, or submissions in respect of the same if a figure cannot be agreed.

Approved by:
Employment Judge Barrett
Dated: 23 July 2026