



EMPLOYMENT TRIBUNALS

Claimant: Mr P Ratchford

Respondent: Royal Mail Group Limited

Heard at: Manchester

On: 4-7 March 2019

Before: Employment Judge Buzzard
Mrs A Jarvis
Mr P Stowe

REPRESENTATION:

Claimant: In person

Respondent: Mr J McArdle, Legal Executive

JUDGMENT

The judgment of the Tribunal is that:

1. The claimant's claim of unfair dismissal is not well-founded and is dismissed.
2. The claimant's claim of discrimination contrary to section 15 of the Equality Act 2010 is not well-founded and is dismissed.
3. The claimant's claim of discrimination on the basis that the respondent failed in its duty to make reasonable adjustments contrary to their obligations under the Equality Act 2010 is not well-founded and is dismissed.
4. The claimant's claim that he suffered harassment at work contrary to the protections afforded him under the Equality Act 2010 is not well-founded and is dismissed.

5. The claimant's claim that he was wrongfully dismissed is not well-founded and is dismissed.

Employment Judge Buzzard

Date _____ 24 March 2019 _____

JUDGMENT SENT TO THE PARTIES ON

27 March 2019

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 decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.