



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mr G Orme

-v-

Royal Mail Group Limited

FINAL MERITS HEARING

Heard at: **Centre City Tower, Birmingham**

On: **1-4 September 2020**

Before: **Employment Judge Perry**

Members: **Mrs W Ellis
Mr P Talbot**

Appearances

For the Claimant:

Mr Lukanik (step father)

For the Respondent:

Mr McCardle (legal executive)

JUDGMENT

1. The claimant was not discriminated against contrary to part 5 Equality Act 2010 and his complaints of direct discrimination, discrimination because of something arising from his disability and the failure to make reasonable adjustments are dismissed.
2. The claimant's complaint of unfair dismissal is not well founded and is also dismissed
3. It is agreed that the respondent failed to compensate the claimant in relation to the claimant's entitlement to holiday leave that had accrued as at the termination of the claimant's employment. The respondent is ordered to pay the agreed sum of £86.40 (gross) to the claimant in respect of the accrued leave entitlement.

Employment Judge Perry

Dated: 4 September 2020

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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.