



EMPLOYMENT TRIBUNALS

Claimant: Mr R Brown

Respondent: Royal Mail Group Limited

Heard at: Birmingham Employment Tribunal **On:** 14.08.2023/ 15.08.2023

Before: Judge L Mensah

Representation

Claimant: In person

Respondent: Mr Choudhry (Solicitor)
Mr Marcus Cope: Customer Operations Manager
Mr Richard Stow: CSA Attendance Manager

FINAL JUDGMENT

The Tribunal orders:

1. The Claimant's claims for Direct Discrimination under Section 13 of the Equality Act 2010 are withdrawn and dismissed. The Claimant confirmed he had never intended to bring such a head of claim and it was misunderstood in the case management hearing.
2. The Claimant's claim for Harassment related to sex under Section 26 Equality Act 2010 in so far as it is alleged the Respondent's manager told the Claimant he was the "guinea pig of this procedure" is withdrawn and dismissed. The Claimant accepts the Managers comments were not related to his sex as a man.
3. The Claimant's claim Unlawful deduction of Wages has been satisfied by the Respondent and the Claimant withdrew this claim and so it is dismissed.
4. The Claimant's claim for indirect discrimination under section 19 of the Equality Act 2010, is not well founded and is dismissed. We do not accept the Claimant has shown the Respondent had a PCP which was applied to him and placed

him at a disadvantage. We concluded the Respondent's simply incorrectly calculated his pay and there was no such PCP as alleged.

5. The Claimant's claim for Harassment related to sex, the Claimant being a man, is not well founded and is dismissed. We find the Respondent simply miscalculated his pay, this was not unwanted conduct related to his sex as a man and we do not accept it had the purpose of violating his dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for the Claimant, or that it was reasonable for the Claimant to perceived it as such.

Employment Judge **Mensah**

Date 15.08.2023