



EMPLOYMENT TRIBUNALS

Claimant: Mrs A Parsons

Respondent: Royal Mail Group Limited

Heard at: Bristol

On: 21-23 October 2019

Before: Employment Judge Oliver
Dr C Hole
Ms J Cusack

Representation

Claimant: Mr Gareth Graham, counsel

Respondent: Mr Ian Hartley, solicitor

JUDGMENT

1. The Respondent admits liability for discrimination arising from disability, indirect disability discrimination, and failure to make reasonable adjustments in relation to the requirement to regularly attend work.
2. The Respondent failed to comply with a duty to make reasonable adjustments in relation to:
 - a. a requirement to use the provided toilet facilities;
 - b. providing access to the Claimant's locker containing her personal items inside the disabled toilet.
3. The Respondent is to pay to the Claimant total sum of £17,715.72 by way of compensation, divided as follows:
 - a. £1,318.76 loss of earnings
 - b. £15,000 injury to feelings
 - c. £1396.96 interest
4. The Respondent is to pay to the Claimant the sum of £8,768 by way of costs.

Case number: 1403951/2018

Employment Judge Oliver

Date: 23 October 2019

Judgment sent to parties: 29 October 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 in 14 days of the sending of this written record of decision