



# EMPLOYMENT TRIBUNALS

**Claimant**

**Respondent**

Mrs K Hall

v

Royal Mail Group Limited

**Heard at:** Manchester (by Cloud Video Platform ('CVP'))

**On:** 25, 26, 27 and 28 January 2021

**Before:** Employment Judge Johnson

**Members:** Ms J A Beards  
Mr Q Colborn

**Appearances**

**For the Claimant:** in person

**For the Respondent:** Mrs S Percival (solicitor)

## JUDGMENT

1. The claimant is disabled within the meaning of section 6(1) Equality Act 2010 by reason of a pituitary tumour and the respondent had knowledge of this disability from 1 August 2019.
2. The claimant's complaint of discrimination arising from a disability contrary to section 15 Equality Act 2010 is well founded. This means that the claimant's complaint is successful.
3. The claimant's complaint of discrimination arising from the respondent's failure to make reasonable adjustments contrary to sections 20 and 21 Equality Act 2010 is well founded. This means that the claimant's complaint is successful.

## FURTHER CASE MANAGEMENT ORDERS

4. The case will be listed for a remedy hearing of 1 day in length before a full Tribunal on a date to be confirmed. The hearing will take place by CVP unless the parties are informed otherwise. The parties shall confirm to the Tribunal **no later than 7 days following receipt of the notice of remedy hearing** whether they are available on the hearing date provided, and if not,

provide details of dates to avoid so that a suitable alternative date can be provided.

5. The claimant will provide the respondent with the following documents by **11 March 2021**:
  - i) A witness statement dealing with issues relating to remedy and including evidence concerning her mental health since the dismissal and also mitigation of loss;
  - ii) Medical evidence including updated medical records and a letter from her GP providing an opinion relating to any mental health problems which the claimant believes arose during her employment with the respondent from 2019 to February 2020 when her employment with the respondent ended; and,
  - iii) Any other documentation supporting her schedule of loss.
6. The respondent will prepare an index for the remedy hearing bundle and the parties will agree this index by **1 April 2021**. The respondent will provide the claimant with a pdf copy of the paginated and indexed remedy hearing bundle by **15 April 2021**.
7. The respondent will provide the Tribunal with a pdf copy of this bundle **no less than 7 days prior to the remedy hearing**.

---

Employment Judge Johnson

Date: 25 January 2021

Sent to the parties on:

9 February 2021

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.