



EMPLOYMENT TRIBUNALS

Claimant: Mr M Awan

Respondent: (1) Royal Mail Group Ltd
(2) Mr D Miller
(3) Ms S Sandhu
(4) Mr K Coke

Heard at: Reading **On:** 30 September, 1, 2, 3 October 2024

Before: Employment Judge Shastri-Hurst, Ms D Ballard, Ms H Edwards

Representation

Claimant: in person
Respondent: Mr G Deane (counsel)

JUDGMENT

1. The claim of direct race discrimination is not well-founded and fails;
2. The claim of victimisation is not well founded and fails;
3. The claim of unauthorised deduction of wages is not well-founded and fails.

Employment Judge Shastri-Hurst

Date: 3 October 2024

JUDGMENT SENT TO THE PARTIES ON
4 December 2024

FOR THE TRIBUNAL OFFICE

Notes

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.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>