

OTTOS BAD MONTH.

Research report.



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AI STATEMENT.

This report shall include some AI capabilities that has helped with the structuring possibilities, researching, question analysis, data research, planning, preparation & data management. Artificial Intelligence helps break massive quantities of text down to a more manageable & concise summary. This be known better understands complex issues & is a good asset to this research report in full. Research suggests there is a possibility of a far more advanced technological advance through the development of Artificial Intelligence & that can prove to be a vital part for the education sector moving forward.

Furthermore, AI has become an unmissable worldwide phenomenon & also a requirement from the university's perspective & is an exciting time for all students to have such a unique opportunity to experience such intelligence in this format. There has been no further use of AI in this instance than described prior within the statement & the only other acknowledgement is through the search engines online. When AI was first mentioned at the start of the course there was always a thought of whether or not this intelligence is going to assist or work for a student or for the course itself. The question to ask is whether the world is going to move forward with or without AI? Judging by the advances online especially through social media platforms AI is everywhere & the new generation of students are going to be using the intelligence whether allowed or not. It is just the way the world is moving forward. Again, there is always that question is AI safe to use? Does it affect the human way of thinking? Will this tool become detrimental to self thought, planning, or analysis? The decision made is that the world either moves forward with technology or as a whole collective there is a possibility the people that do not utilise the advances may get left behind. I agree, people should write their own work, produce, develop & engineer their ideas. However, AI is there for everyone to become familiar with & learn from & that is what has been done in this report. Guidelines have been followed & AI has been used correctly throughout & there is a good chance that developments can help rather than hinder progression.

EXECUTIVE SUMMARY.

Now this executive summary shall give good evidence, analysis, research & findings to solve Otto's workplace & contractual formation disputes. In this report the purpose was to name the correct laws in place in the English & Welsh legal justice system. There was extensive research & also analysis of a large quantity of information inclusive of statute, books, government website & case law examination. The main findings throughout this report are that Otto has a good chance through the law & legal justice system inclusive of the (*Equality Act 2010*) & many key case studies to help his case gain momentum. This complete process has provided a conclusion that Otto has now something to feel good about & this report shall turn his bad month into a good one.

INTRODUCTION.

This research report's sole purpose is to resolve Otto's concerns involving workplace harassment & bullying & will also involve the study of negotiation, contracts & acceptance of offer regarding two separate incidents to examine & report upon. The first incident is a workplace dispute involving a senior employee named Otto who has worked at 'Woods Construction Ltd' for a decade. Whilst providing his services to help the company in its endeavors. Otto has experienced workplace bullying from a new manager named Blue. Otto has had an extremely difficult experience and although he has informed the HR department about Blues behavior the result was that of a verbal addressing from the HR department toward Blue. The the question to ask & answer will require skill & research to determine whether Otto has succumbed to harassment & bullying on behalf of his manager Blue. The allegations further & continued furthermore also involving colleagues who have been found in conversation with Blue whilst targeting Otto, giving further evidence to the matter. There is also an incident ongoing on the buying & selling of a laptop with a businessperson named Evan. The problem here to understand is the ongoing bullying from Blue in incident one & also whether Otto has a case on the acceptance of an offer made between himself & Evan. The main goal is to ensure that Otto is to feel safe and reassured that the behaviour he has experienced is completely unacceptable & shall be given good advice to help his current case moving forward. Throughout all this analysis Otto has come to 'Red Apple' Legal' for legal advice on both incidents & shall receive good legal advice.

RESEARCH & FINDINGS.

Investigating the first incident involving Otto, Blue & 'Woods Construction Ltd' has led to the point & questioning of conduct where both the company & managers behaviour is in question. According to the Advisory Conciliation & Arbitration Service [acas], (2025) guidance on discrimination is important & acknowledging the point of the laws surrounding discrimination & all its consequences is paramount in this situation. The reason for acas is to provide information on such 'protected characteristics' to ensure that there is a criterion for employers to adhere with through strong commitment. What this can ensure is that the workplace is free from discrimination. Discrimination & harassment links with legislation & is interpreted through the provisions of the (*Equality Act 2010*). According to (UK Government, 2015) the (*EA 2010*) provides all the updated legal provisions to protect people against discrimination. The act was enforced to provide a contemporary legal understanding on workplace harassment & discrimination & is a foundation for such cases. The (*EA 2010*) provides the legal provisions that can protect the 'special characteristics' of the claimant as found. In s. 4 of the (*EA 2010*). The 'special characteristics' prove this point of age-related discrimination whilst relating the incident involving Otto, Blue & 'Woods Construction Ltd. What this can address then is the problem brought forward concerning Otto's 'age.' This characteristic is found in s.5 (1)(a)(b) of the (*EA 2010*) proving the point that Blues remarks & conduct are a breach of the provision in the act. According to s. 13(1) of (*EA 2010*) there is a provision that names 'direct discrimination' as one of the issues to examine through Otto's experience. The fact that due to this discrimination as a whole Otto has also been a target of less favourable treatment than other employees has provided the question, is the treatment that Otto has experienced thus far a correct standard of conduct by Blue & 'WCLtd'? The answer would be no given the evidence examined within the (*EA 2010*). The enactment proves this point & is also reinforced in s.13(2) of the (*EA 2010*) providing the facts that the only aim from Blue in this matter was to discriminate and also damage Otto's workplace reputation.

RESEARCH & FINDINGS.

To strengthen the case further regarding 'special characteristics' such as 'age' there is a judgment found by the (UK Government, 2023) in 'Cubbin v Age UK' (2023). The case proves the severity of 'age' related discrimination and also provides a detailed account on the events. What this can provide Otto with is the reassurance that he has succumbed to workplace harassment & discrimination both direct & indirect. The claims from Otto can be strengthened after proving what the 3 elements of harassment are as found in the source above & these include of 'unwanted conduct', 'Violating the claimants' dignity' & 'related to claimants age'. These 3 elements are proven in the case that was successful with age related discrimination in question. A similar case is that of 'Richmond Pharmacology v Dhaliwal' (2009). Although the case relates to racial discrimination in the workplace it is related to 'special characteristics' in question. The case also provides a remedy of compensation of £1000 proving that there is damage committed by the offending party. Just to add there is a remedy found in the case prior relating to 'Cubbin v Age UK' (2023) with a unanimous judgement where the claimants age related claim succeeds with a remedy of £4,316.50. Again, just proving the point that Otto does have a sufficient claim here (UK Government, 2023). Remedies are a way of compensating the person seeking damages & this can also be proven in s. 124 (2)(a)(b)(c) of the (EA 2010) again providing legal provisions that can figure out the compensatory solutions for clients such as Otto. All mentioned can relate to the term 'harassment' & the 3 elements as mentioned can be found in s. 26(1)(2)(3)(4)(5) of the (EA 2010). What this can provide is the full scope of the misconduct from Blues behaviour justified through legislation & case law. There is also a point to acknowledge within the issues found of the incident involving work delegation that has also affected Otto in general & this was after the fact that Otto had to notify 'WCLtd's' HR department of the direct & indirect discrimination received. Indirect discrimination can be found in s. 2(b)(c)(d) & 3 of the (EA 2010). Proves the point again relating to the fact that Blue later then was found mentioning to internal staff that he would be delegating the harder jobs toward Otto until he resigns. This can be seen as indirect discrimination and can prove clinical in the case moving forward. Another provision to look at would be s. 27(1) of the (EA 2010) setting a good standard of understanding of what victimisation entails & this is clearly visible again in this case. What this all links toward is the full understanding of what has really occurred here in this incident. It would be a good idea to also examine the acts of 'WCLtd's' HR departments scrutiny towards the complaint made by Otto towards the newly appointed manager & whether there was a serious investigation to the matter. Although there was an informal verbal procedure started by the HR department the question would be, does this have enough to support Otto & his reputation & wellbeing as a long serving employee? The answer is although 'WCLtd' have followed protocol it is relevant to understand the HR departments procedures & resolutions for such matters. Another question to ask is that have 'WCLtd' promoted the welfare of all its staff & have the standards adhered to legislation set as found in s. 2(1) of the (*Health and Safety at Work Act etc. Act 1974*). The provision promotes employee welfare, the treatment towards Otto's welfare could then jeopardise his workmanship that can then deter his health & safety standards that could in turn damage others around him due to distress.

The legislation is a good start to understand that the HR department may also be at fault due to its lack of judgement to the issue giving an answer of uncertainty on behalf 'WCLtd' investigating the situation justly, has the correct level of care towards the victim been managed properly? Following the consensus of the action provided by HR, there is an argument to support the fact that Otto did not follow up on the harassment as proceedings escalated. According to the University & College Union

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[UCU], (2019) Thompson Solicitors stand up for what is right & when proving whether a complaint can be correctly administered is through the last act or offence committed. Although Otto has lodged the first complaint, he has not taken his case further whilst Blue has continued to agonise his situation. This answers the question of whether 'WCLtd' has correctly followed procedures internally. The answer to this question is t yes. 'WCLtd' have settled the first incident by providing the initial verbal warning towards Blue. However, Otto has decided to look elsewhere for work & has not furthered his pursuit against Blue. What this provides is a clear timeline where such incident should be resolved. However, one more point if you read further the act of discrimination has been committed & this does provide a case for Otto. With the evidence provided above there is a potential lawsuit against both 'WCLtd' & Blue & is most definitely worth pursuing to ensure justice for Otto. However, the counter argument is again found prior to this with the legal definition found in s.13 of the (EA 2010). The point is that it is unlawful to treat an employee less favourably than other employees within the workplace providing a solid point for a continuation of legal proceeding. However, according to Citizens Advice (2019) there are options available for Otto to take. These options include mediation, employer, employee negotiations, settling, informal complaints & of course legal action. Otto has made the decision to look elsewhere for work & as found, there is a further possibility to claim 'constructive dismissal' & speak with an advisor to build a stronger case. Furthermore, moving on from the first incident, the second incident involving Otto & Evan can fall under contract law. When analysing the information in question, Otto has had to look elsewhere for a job & has no means electronically of communicating with Evan & has opted for the method of communication via letter using the postal service. The table below provides the dates of communication & also the facts of the current situation, contract acceptance, offer, agreement & potential formation of legal intention.

23/06/2025.	26/06/2025.	27/06/2025.
Otto has written his first letter to Evan enquiring about a refurbished laptop for sale.	Otto has received a letter back from Evan saying that he has a laptop for sale & will cost £200 to purchase.	Otto replies via letter 'accepting' the offer from Evan & encloses a cheque for £200.
Invitation to treat Chen (2026).	Offer (LexisNexisUK, 2025).	Acceptance Chen (2026).

The table above offers some guidance related to the actions, communication, costs & intentions of both parties. According to (Finch & Fafinski, 2023, p. 31) there are 3 elements to make a valid contract formation & that consists of an 'offer', 'agreement' & an 'intention to create legal relations.' The latter not provided above on the table. However, the intention to create a legal relation is clear from the points provided.

The first identification can be seen as an invitation to treat and the key case to examine is 'Fisher v Bell' (1961). The case provides a valid point when inviting a person to engage in a potential negotiation. Furthermore, From the resources examined there has been a clear agreement made with a clear contract formation (Chen-Wishart, 2018, pp.45-46). The diagram provided by 'Chen-Wishart' elaborates the formalities & pathways on 'agreement' when formalising a contract with all the possible

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outcomes & proves a good source to understand. There is also the rationale for the 'objective approach' that refers to the question, how would the reasonable person interpret the negotiation/situation in such circumstances? The acceptance of an offer made by Evan & the depth of acceptance can truly be understood from the perspective of 'Chen.' His explanation finds that the clear understanding of acceptance is through the means of communication. 'Chen' further explains that there is a general rule & that rule is that acceptance forms a contract on the receiving party. 'Chen' provides a key case to examine 'Entores v Miles Far East Co' (1955). The case enforces the instantaneous communicative aspects of acceptance giving an example of 'telex' as an examined method. The concept is clear & well proven providing a concise description of how acceptance is now received. However, in this instance the complete process has been done by post. This makes apart of a different ruling known as the 'postal rule. In the case of 'Entores' the 'postal rule' did not apply. According to Bryden (2019). The 'postal rule' is a determining factor in contract formation that also involves the parts of an 'offer' & 'acceptance' & only applicable as a ruling when reasonable. A key case to examine would be that of 'Adams v Lindsell' (1818) where there is the fact that the acceptance of an offer is when the letter is posted & not received. What this can decide is the liability of this negotiation and who is at fault. However, in this case Evan has stated that he did not receive the letter sent by Otto & has assumed there is no contract finalised & he is no longer a party to the negotiation or the contract agreed upon. There is a further case to support Otto & that can be found in 'Household Fire & Carriage Accident Insurance Co v Grant' (1879). This case proves the point that when the negotiation took place & there was an offer made by the offerer, the moment the acceptance letter was posted on behalf of the person who is accepting the offer made at that moment, the contract has been finalised even though the letter had been lost in transition Chen (2026). 'Chen' provides a solid analysis that completely encompasses the 'postal rule' with all complexities. What this analysis of information can figure out is the correct case law alongside terminology can leave Otto in a good position to claim a remedy for the missing cheque or even an alternative laptop from Evan. This can be further discussed either through a potential phone call with the offerer to better understand the situation & a possible solution from both parties to settle all disputes amicably.

A LETTER OF ADVICE.

Red Apple Legal Services.

1, Oxford Street, Swansea, SA1 1LR | 07507799456 | info@loplegal.co.uk

3 March 2026.
Mr. Otto West.
6, Oystermouth Road,
Swansea.
SA1 7RK.

Important: This letter is for the purpose of legal advice & help toward the recipient & shall provide clear understanding of legal requirements, implications, service & legal practice for the interest of the client.

Dear Mr. West, this letter is in relation to the current situation involving 'Woods Construction Ltd' & the incident relating toward the missing cheque, laptop & Evan. **Red Apple Legal Services** can help with advice & legitimate legal process available moving forward throughout your dispute resolution whilst providing a clear structure & pathway for the client.

Advice.

The advice provided within this legal process shall be to the highest standards of UK legislation throughout England & Wales. The workplace dispute is a legal matter & can be acknowledged as **harassment & bullying** relating to '**protected characteristics**' found in s.4 of the (*Equality Act 2010*). These 'protected characteristics' are related to 'age' & can be resolved by good legal practice provided by '**Red Apple Legal Services.**' At this stage money is not the concern, the **welfare, reputation & wellbeing** of the **client** is **paramount** & far more important for us to restore all three aspects throughout this legal process. Our Advice is that of a possible legal lawsuit through our services to best resolve these disputes with care & consideration & how we can find a good solution for our clients moving forward

Understanding the situation.

There is a lot for you to comprehend with at this time Mr. West & we as a firm feel it is the right responsibility to provide you with good service & information throughout this difficult period of uncertainty. Please rest assure you are in a good standing order at this present stage of the dispute & whilst examining the evidence provided prior to this incident, we feel you have a strong case to succeed with us moving forward. With all clients we must make you aware that you are likely getting involved in a conflict situation, a legal lawsuit & it is important that you understand the severity of the situation. It is the job of our team to ensure maximum comfort throughout this challenging time & we rest assure that you are in good professional care throughout this entire process.

A LETTER OF ADVICE.

Red Apple Legal Services.

1, Oxford Street, Swansea, SA1 1LR | 07507799456 | info@redapplelegal.co.uk

Objective.

Our main aim is to **'Win.'** There is a clear goal for us all to achieve & examining the evidence of one of the claims we can confidently mention the potential success of such cases involving Harrassment & Bullying within the workplace. Our goal is to satisfy the whole entirety of both incident with an in - depth detailed report of both scenarios & provide a good conclusive explanation as to how this can help you succeed.

We trust you will find our services & advice to the advantage of your success. What can be achieve together whilst proving a good legal process is to best support you from the start to end of our journey together in such an uneasy situation. We hope you welcome this opportunity with clarity & ease & we look forward to a good relationship together.

Yours sincerely, Claudio Perugini. MD. Red Apple Legal Services.

CONCLUSION.

The conclusive evidence of this report has determined an outcome for Otto to better understand his legal rights & also his stance in such a turbulent situation. Otto was a victim of harassment & workplace bullying from his manager Blue & also has now the correct response, answer for his concerning questions. Key findings have found that through the (*EA 2010*) Otto has a good chance of legal action against both Blue & 'WCLtd' there are also key cases to back this evidence & Otto has been a victim in this conclusive investigation. Furthermore, the incident involving Evan is also a case of reckoning as Otto has clearly entered a contractual relationship with Evan as found in the 'postal rule', analysed in the 'research & findings' section. Overall, this really has been a 'Bad Month' for 'Otto.' However, this can now become a good day allowing Otto to pursue his case with confidence through 'Red Apple Legal Services.' Otto is a shining example for future 'harassment & bullying' cases and has full supporting evidence to secure his claim moving forward. A good case ahead for Otto.

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