



EMPLOYMENT TRIBUNALS

Claimant: Mr P Nesbitt

Respondent: NASUWT (National Association Schoolmasters Union Woman Teachers)

Heard at: Birmingham Employment Tribunal (By CVP)
On: 13 & 14 October 2025

Before: Employment Judge Bennett

Representation

Claimant: In Person

Respondent: Mr Patel of Counsel

JUDGMENT

The Claimant's complaint of direct disability discrimination in relation to a failure to provide support in the disciplinary process up to November 2022 is out of time and it is dismissed.

The Claimant's complaint of discrimination arising from disability in relation to events concerning the dispute and disciplinary process up to November 2022 is out of time and is dismissed.

The Claimant's complaint under s145B Trade Union and Labour Relations (Consolidation) Act 1992 is dismissed upon withdrawal.

The Claimant's complaints of breaches of the Respondent's own executive standing orders and national rules are withdrawn but not dismissed;

The Claimants complaints under s62, s181, s183, and s235A Trade Union and Labour Relations (Consolidation) Act 1992 are withdrawn but not dismissed.

The Respondent's application to strike out the Claimant's complaints under s64 and s65 of Trade Union and Labour Relations (Consolidation) Act 1992 was not allowed and the claim(s) may proceed.

The Claimant's complaints under s146 Trade Union and Labour Relations (Consolidation) Act 1992 are struck out as having no reasonable prospect of success and are dismissed.

The Claimant's complaints under s63, s226, s226A, s229, s231A, s233, s234 and 234A Trade Union and Labour Relations (Consolidation) Act 1992 have no reasonable prospect of success and are struck out but are not dismissed.

Approved by:

Employment Judge Bennett

15/10/2025

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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/