



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mr Steven Nellis

v

Joseph Rowntree Housing Trust

Heard at: Sheffield (by video link – Kinly Cloud) **On:** 24 to 28 November 2025

Before: Employment Judge James
Ms J Lancaster
Ms N Arshad-Mather

Representation

For the Claimant: In person

For the Respondent: Mr G Price, counsel

JUDGMENT

- (1) The claim of unfair dismissal (s.94 Employment Rights Act 1996) is not upheld and is dismissed.
- (2) The allegations of failure to make reasonable adjustments (ss20 and 21 Equality Act 2010) are not upheld and are dismissed.

Employment Judge James
North East Region

Dated 26 November 2025

Sent to the parties on:

9 December 2025

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For the Tribunals 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

All judgments (apart from those under rule 52) 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.

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/>