



# EMPLOYMENT TRIBUNALS

**Claimant**

**Respondent**

Mr Nathaniel Lang

v

Mitie Limited

**Heard at:** Bury St Edmunds

**On:** 15, 16, 17 December 2025

**Before:** Employment Judge K J Palmer

**Members:** Mrs L Salmon  
Mr M Kidd

**Appearances**

**For the Claimants:** In person

**For the Respondent:** Mrs Winstone (Counsel)

## JUDGMENT

### Pursuant to a three day Full Merits Hearing conducted by CVP.

It is the unanimous judgment of this Tribunal as follows:

1. The Claimant's claim for unfair dismissal fails and is dismissed.
2. The Claimant's claim in disability discrimination under section 15 of the Equality Act 2010 fails and is dismissed.
3. The Claimant's claim for a failure to make reasonable adjustments under sections 20/21 of the Equality Act 2010 fails and is dismissed.

**Approved by:**

Employment Judge K J Palmer

Date: 18 December 2025

Sent to the parties on: 30 January 2026

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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.

**Public access to Employment Tribunal decisions**

Judgments and Reasons for the Judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://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 is likely to be payable in most but not all circumstances. 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/>