



EMPLOYMENT TRIBUNALS

Claimant: Miss J Conway

Respondent: Ashbridge School Limited

Heard at: Manchester

On: 10-12 December 2025

Before: Employment Judge Phil Allen

Representation

Claimant: Mrs E Conway (the claimant's mother)

Respondent: Mr K McNerney, counsel

JUDGMENT

The judgment of the Tribunal is that:

1. The allegation of discrimination arising from disability set out at 4.2.1 of the list of issues was not presented within the applicable time limit. It is not just and equitable to extend the time limit. The complaint is therefore dismissed.
2. The complaint of harassment related to disability is not well-founded and is dismissed.
3. The complaint of discrimination arising from disability set out at 4.2.2 of the list of issues is not well-founded and is dismissed.
4. The complaint of failure to make reasonable adjustments for disability is not well-founded and is dismissed.

Employment Judge Phil Allen

12 December 2025

JUDGMENT SENT TO THE PARTIES ON

11 February 2026

FOR THE TRIBUNAL OFFICE

Notes

Reasons for this 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.

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/