



EMPLOYMENT TRIBUNALS

Claimant: Mr D Knott

Respondent: Rheinmetall BAE Systems Land Limited

HEARD AT: Birmingham Employment Tribunal

ON: 13 -22 April 2026

BEFORE: Employment Judge Akhtar
Mrs E Shenton
Mrs R Forrest

Attendances:

For Claimant: In person

For Respondent: Mr R Hignett (Counsel)

JUDGMENT

The Judgment of the Tribunal is that:

1. The complaint of harassment related to disability was not presented within the applicable time limit. It is not just and equitable to extend the time limit. The claim is therefore out of time and is dismissed.

2. The complaint in respect of victimisation is not well-founded and is dismissed.
3. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed.
4. There is a 25 % chance that the claimant would have been fairly dismissed in any event.
5. The claimant caused or contributed to the dismissal by blameworthy conduct and it is just and equitable to reduce both the basic and compensatory award payable to the claimant by 50 %.
6. Directions in respect of remedy will be sent separately in a case management order.

Approved on: 27 April 2026
Employment Judge **Akhtar**

Sent to the parties on:

28 April 2026

For the Tribunal Office:

Curtis Burr

Note

Summary reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 52) and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.