



EMPLOYMENT TRIBUNALS

Claimant: Mr J Laslett

Respondent: James Calvert Spence College

Heard at: Newcastle

On: 20 – 24 April 2024

Before: Employment Judge Childe
Ms K Fulton
Ms E Wiles

REPRESENTATION:

Claimant: In person (represented by his wife Mrs Laslett)

Respondent: Mr Crammond (Counsel)

JUDGMENT

The judgment of the Tribunal is as follows:

1. The complaint of wrongful dismissal is not well-founded and is dismissed.
2. The following complaints of unfavourable treatment because of something arising in consequence of disability are dismissed on withdrawal:
 - a. The respondent treated the claimant unfavourably by suspending him.
3. The remaining complaints of unfavourable treatment because of something arising in consequence of disability are not well-founded and are dismissed.

4. The following complaints of failure to make reasonable adjustments for disability are dismissed on withdrawal:
 - a. A requirement or practice that staff use the staff toilets (which were situated on the other side of the campus to where the claimant was teaching).
 - b. A provision or practice that staff cannot leave the class unsupervised during lessons (whether to go to the toilet or otherwise).
5. The remaining complaints of failure to make reasonable adjustments for disability are not well-founded and are dismissed.

**Approved by:
Employment Judge Childe
24 April 2026**

Note

Summary reasons for the judgment were given orally at the hearing. Written summary 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 51) 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.