



EMPLOYMENT TRIBUNALS

Claimant: Mrs S Beitler

Respondent: Creative Education Trust t/a Caister Academy

Heard at: by video **On:** 18 June and 10 August 2026

Before: Employment Judge Dobbie

Appearances

For the claimant: Mr Beitler (Claimant's husband)

For the respondent: Mr Rix (Counsel)

JUDGMENT

1. For the reasons given orally on 18 June and 10 August 2026, the Claimant met the definition of a disabled person within the meaning of s.6 of the Equality Act 2010 by reason of a mental impairment at all material times. By 23 November 2023, she also suffered a physical impairment which amounted to a disability within the meaning of s.6 Equality Act 2010. Whilst of course the effects of impairments are to be taken globally to determine the question of disability, in this case, the Claimant specifically attributed different acts of direct discrimination to each impairment (i.e. that certain acts were done because of either the mental impairment or physical impairment (rather than both)) hence why it was necessary to consider the date of onset of each.
2. The claim at §73(a)(ii) of the Grounds of Complaint (i.e. "Not supporting the Claimant in her return to work or have any meaningful discussion to support her return to work and/or reasonable adjustments in October 2023") is struck out, because the Claimant was very clear that this was advanced *solely* as an act done because of her physical impairment, which did not amount to a disability until 23 November 2023.

Approved by:

Employment Judge Dobbie

17 August 2026

JUDGMENT SENT TO THE PARTIES ON

16 September 2026

FOR THE TRIBUNAL 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

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Recording and Transcription

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<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>