



EMPLOYMENT TRIBUNALS

Claimant: Ms C Prior

Respondent: Celestial Labs Ltd

Heard at: Bristol (by CVP)

On: 3 and 4 July 2025

Before: Employment Judge Murdoch
Mr English
Mr Wakeman

Representation

Claimant: In person

Respondent: Mr Williams, solicitor

JUDGMENT

The unanimous judgment of the Tribunal is as follows:

1. The complaint of harassment related to disability is well-founded and succeeds.
2. The complaint of direct disability discrimination is not well-founded and is dismissed. This is because the allegation of harassment is made out, and the Tribunal cannot find the same conduct was both harassment and direct discrimination (s. 212(1) Equality Act 2010).
3. The respondent shall pay the claimant the following sums:
 - a. Compensation for past financial losses: 13 weeks at £548 (net weekly pay) = £7,124;
 - b. Interest on compensation for past financial losses calculated in accordance with the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996: £509;¹
 - c. Compensation for future financial losses: £0;
 - d. Compensation for injury to feelings: £10,000; and
 - e. Interest on compensation for injury to feelings calculated in accordance with the Employment Tribunals (Interest on Awards in

¹ There are 652 days between the discriminatory act on 21 September 2023 until date of hearing on 4 July 2025. The mid-point date is used for the purposes of calculating interest on past financial losses, so the number of days is divided by 2, making 326 days. The interest rate is 8% and this accrues from day to day. The calculation for interest in relation to past financial loss is therefore as follows: 326 (days) x 0.08 (interest rate) x 1/365 (daily) x 7124 (past financial loss) = £509.

Discrimination Cases) Regulations 1996: £1,429.²

4. The total figure is £19,062 but, as the award will attract a tax liability on the claimant, we have grossed up this figure. The respondent is therefore ordered to pay the claimant the gross figure of **£21,584**.
5. The claimant's application for costs on the basis that the respondent acted unreasonably in the conduct of the proceedings is not successful. No award for costs is made in this case.

Approved by:

Employment Judge Murdoch

Date: 4 July 2025

JUDGMENT SENT TO THE PARTIES ON
22 July 2025

Phoebe Hancock
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.

² There are 652 days between the discriminatory act on 21 September 2023 until date of hearing on 4 July 2025, and it is this figure that is used for the calculation of interest for injury to feelings awards. The interest rate is 8% and this accrues from day to day. The calculation for interest in relation to injury to feelings is therefore as follows: 652 (days) x 0.08 (interest rate) x 1/365 (daily) x 10000 (injury to feelings) = £1,429.