



EMPLOYMENT TRIBUNALS

Claimant: Elise Packwood
Respondent: CP Woburn (Operating Company) Limited
Heard at: Bury St Edmunds
On: 17 and 18 December 2025 (by video)
Before: Employment Judge Graham
Mr B McSweeney
Mrs S Laurence-Doig

Representation

Claimant: Mrs Heidi Packwood (Claimant's mother)
Respondent: Mr Matt Hall (Head of People – Central Operations)

JUDGMENT

1. The Respondent's application for costs succeeds. The Claimant must pay the Respondent **£20,000** in respect of its legal costs. Written reasons have been requested by the Respondent, and will be provided in due course.

Approved by:

Employment Judge Graham
18 December 2025

JUDGMENT SENT TO THE PARTIES
ON

4 February 2026.....

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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. If written reasons are provided they will be placed online.

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/