EMPLOYMENT TRIBUNALS

Claimant: **Ms L Harber**
Respondent: **The Intrinsic Care Group Limited**

Heard at: **London South (by video)** **On: 10 February 2026**

Before: **EMPLOYMENT JUDGE CORRIGAN**

Appearance
For the claimant: In person
For the respondent: Mr Kaihiva, Counsel (limited to application to adjourn only)
Response not entered

JUDGMENT

1. The Tribunal has found the Respondent did contravene the Equality Act 2010 in respect of the claim of direct disability discrimination and discrimination arising from disability.
2. The respondent is ordered to pay compensation of £16,732.06 to the claimant.
3. This consists of:

Financial loss	£4,145.89
Injury to feelings	£10,000
Interest	£2,586.17

4. The financial loss consists of 2 weeks' loss at £704.62 per week, 3% pension loss for 2 weeks of £42.28, and an ongoing loss of £103.63 a week, for 26 weeks, in her new role. No further pension loss was awarded.
5. The interest has been calculated as simple interest which accrues from day to day at the current rate of 8% for the periods:

   9 June 2023 (date of discrimination) to 10 February 2026 (978 days) for the injury to feelings award (£2,141.82).

   Midpoint of the above period (9 October 2024) to 10 February 2026 (489 days) for the financial losses award (£444.35).

Approved by
Employment Judge Corrigan
10 February 2026

Note

Written reasons will not be provided unless 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 Judgments

All judgments and written reasons for the judgments are published online shortly after a copy has been sent to the Claimant(s) and Respondent(s) in a case. They can be found at: www.gov.uk/employment-tribunal-decisions.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. 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:

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