



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs Claire Spinks

**Respondent:** Priory Central Services Ltd

**Heard at:** Watford Employment Tribunal  
**On:** 10-11,13 March 2026 & 5-8 & 11-13 May 2026

**Before:** Employment Judge Young

**Non-Legal Members:** Mr D Bean  
Mr A Scott

**Representation**  
Claimant: Litigant in person  
Respondent: Ms Jessica Franklin (Counsel)

## JUDGMENT

1. The Claimant's complaints of direct disability discrimination in respect of issues 4.1.2, 4.1.3, 4.1.4, 4.1.5 are well founded
2. The Claimant's complaint of direct disability discrimination in respect of issues 4.1.1, 4.1.5 & 4.1.6 are not well founded and are dismissed.
3. The Claimant's harassment related to disability complaints are not well founded and are dismissed.

Approved by:

Employment Judge Young

Date 14 May 2026

JUDGMENT SENT TO THE PARTIES ON  
18 May 2026

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FOR THE TRIBUNAL OFFICE