



EMPLOYMENT TRIBUNALS

Claimant: Ms Rummyanka Spasova
Respondent: Oak Farm (Taverham) Limited
Heard at: Norwich by CVP **On:** 16 & 17 June 2026
Before: Employment Judge M Warren
Members: Ms L Salmon and Mr M Kidd

Representation

Claimant: Mr F Clarke, counsel
Respondent: Mr N Brockley, counsel

JUDGMENT ON REMEDY

1. The Claimant's claim of disability discrimination having succeeded on 14 April 2025, the Respondent shall pay the Claimant compensation in the sum of **£153,804**.
2. The compensation payable is made up as follows:
 - 2.1. Compensation for past financial loss £56,989
 - 2.2. Interest on past financial loss £8,993
 - 2.3. Compensation for future financial loss £8,525
 - 2.4. Compensation for pension loss £2,754
 - 2.5. Compensation for injury to feelings £25,000
 - 2.6. Interest on injury to feelings £7,886
 - 2.7. Damages for personal injury £16,000
 - 2.8. Interest on damages for personal injury £4,756
 - 2.9. Benefits subject to recoupment £22,901
 - 2.10. Total **£153,804**

Employment Judge M Warren

18 June 2026

JUDGMENT SENT TO THE PARTIES ON
23 July 2026

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FOR THE TRIBUNAL OFFICE

Notes

Full reasons were given orally at the hearing. Written full reasons will not be provided unless requested by any party at the hearing, or by a written request received by the Tribunal within 14 days of the sending of the written record of the decision.

All judgments (apart from judgments under Rule 51) and any written full 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 claimant(s) and respondent(s).

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/