



# EMPLOYMENT TRIBUNALS

**Claimants:** Mr D Hind and others (see attached schedule)

**Respondents:** R1 Laura Ashley Limited (in administration)  
R2 AL Realisations Limited (in administration)  
R3 Premier Home Logistics Limited (in administration)  
R4 The Secretary of State for Business Energy and Industrial Strategy  
R5 Texplan Manufacturing Limited (in administration)

## JUDGMENT BY CONSENT

The terms of this Judgment by Consent are as follows:

1. The claimants in the attached Schedule to this Judgment (the “**Claimants**”) were employed by the First and Second Respondents. The First Respondent (Laura Ashley Limited (in Administration)), changed its name to the Second Respondent (AL Realisations Limited (in Administration)) on 22 April 2020, by way of special resolution. Both names relate to the same entity.
2. Robert Nicholas Lewis and Zelf Hussain were appointed as joint administrators of the First, Second, Third and Fifth Respondents on 23 March 2020 and Rachael Maria Wilkinson was appointed as a joint administrator of those Respondents on 17 April 2020. On 3 July 2020, Anthony John Wright and Paul Allen of FRP Advisory were appointed as additional administrators of the Second and Fifth Respondents.
3. Between 22 May and 4 September 2020, the Claimants were dismissed by the First and Second Respondents by reason of redundancy.
4. The Claimants have raised a complaint pursuant to section 189 of The Trade Union and Labour Relations (Consolidation) Act 1992 (“**the Act**”) and are seeking a protective award in respect of failure to consult in accordance with s.188 and s.188A of the Act.
5. The Claimants listed in the Schedule to this Judgment were all assigned to an establishment where 20 or more redundancies were proposed by their employer within a period of 90 days. The First and Second Respondents did not fully inform

and consult with these Claimants in accordance with the provisions of s.188 and s.188A of the Act.

6. The Tribunal makes a protective award in favour of the Claimants listed in the Schedule to this Judgment for a protected period of 35 days, capped at the amount payable by the Redundancy Payments Service (“**RPS**”), in accordance with the RPS’s own regulations and limits and subject to any deductions required by law.
7. The parties agree that for the purposes of this Judgment, the protected period in relation to each of the claimants begins on their individual termination date as set out in the Schedule (being the date on which each claimant was dismissed by reason of redundancy) and lasts for a protected period of 35 days.
8. There is no order requiring any party to pay or reimburse another party’s costs or fees. Each party shall bear their own costs and fees.
9. For the avoidance of doubt, this Judgment applies to the Claimants listed in the attached Schedule only and it is agreed that the claims listed in the Schedule are extinguished in their entirety by this Consent Judgment.
10. The Recoupment Regulations apply to this Judgment. For the avoidance of doubt, any recoupment notice does not apply to the Secretary of State for Business, Energy and Industrial Strategy.

## NOTES

### Useful information

1. All judgments 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.
2. You can appeal to the Employment Appeal Tribunal if you think a legal mistake was made in an Employment Tribunal decision. There is more information here: <https://www.gov.uk/appeal-employment-appeal-tribunal>

**Employment Judge Deeley**

**20 July 2021**

**Schedule - Claimants who are entitled to a protective award for a 35 day period and are included within the scope of the Consent Judgment**

***Claimants with Termination Date of 22 May 2020***

	<b>Claim Numbers</b>	<b>Name</b>	<b>Name</b>	<b>Termination Date</b>
1.	1805510/2020	Daniel	Hind	22/05/2020

***Claimants with Termination Date of 16 June 2020***

	<b>Claim Numbers</b>	<b>Name</b>	<b>Name</b>	<b>Termination Date</b>
1.	1805456/2020	Valerie	Grant	16/06/2020
2.	1805512/2020	Vanessa	Page	16/06/2020

***Claimants with Termination Date of 28 July 2020***

	<b>Claim Numbers</b>	<b>Name</b>	<b>Name</b>	<b>Termination Date</b>
1.	1805513/2020	Heather	Sells	28/07/2020

***Claimants with Termination Date of 31 July 2020***

	<b>Claim Numbers</b>	<b>Name</b>	<b>Name</b>	<b>Termination Date</b>
1.	1805514/2020	Kitty	Hannon	31/07/2020
2.	1805515/2020	Donna	Rees	31/07/2020
3.	1805517/2020	Maureen	McNamee	31/07/2020
4.	1805518/2020	Vanessa	Bebb	31/07/2020
5.	1805520/2020	Caroline	Martin	31/07/2020
6.	1805521/2020	Claire Louise	Williams	31/07/2020
7.	1805523/2020	Sharon	Reynolds	31/07/2020
8.	1805524/2020	Ryan	Reynolds	31/07/2020
9.	1805525/2020	Gareth	Jerman	31/07/2020
10.	1805526/2020	Lindsey	Pritchard	31/07/2020
11.	1805527/2020	Nicholas	Davies	31/07/2020
12.	1805528/2020	Julie	Powell	31/07/2020
13.	1805530/2020	Ben	Mayall	31/07/2020
14.	1805532/2020	Diane	Orrells	31/07/2020
15.	1805533/2020	Ian	Penlington	31/07/2020
16.	1805534/2020	Kay	Meredith	31/07/2020
17.	1805535/2020	Michael	Isaac	31/07/2020
18.	1805536/2020	Susan	Powell	31/07/2020
19.	1805537/2020	Carolyn	Pughe	31/07/2020
20.	1805538/2020	David	Jehu	31/07/2020
21.	1805522/2020	Joanne	Davies	31/07/2020
22.	1805519/2020	Byron	Jones	31/07/2020
23.	1805516/2020	Jennifer	Price	31/07/2020
24.	1805531/2020	Nikki	Jones	31/07/2020
25.	1805529/2020	Katrina	Jones	31/07/2020

***Claimants with Termination Date of 7 August 2020***

	<b>Claim Numbers</b>	<b>Name</b>	<b>Name</b>	<b>Termination Date</b>
1.	1805540/2020	Ryan	Bennett	07/08/2020
2.	1805541/2020	Karen	Everton	07/08/2020
3.	1805542/2020	Judith Ann	Phillips	07/08/2020
4.	1805543/2020	Christopher	Tudor-Jones	07/08/2020
5.	1805544/2020	Jenny	Morgan	07/08/2020

6.	1805545/2020	Elizabeth	Glover	07/08/2020
7.	1805539/2020	Heather	Davies	07/08/2020
8.	1805547/2020	Heulwen	Jones	07/08/2020
9.	1805507/2020	Christine	Davies	07/08/2020

***Claimants with Termination Date of 9 August 2020***

	<b>Claim Numbers</b>	<b>Name</b>	<b>Name</b>	<b>Termination Date</b>
1.	1805586/2020	Dawn	White	09/08/2020

***Claimants with Termination Date of 14 August 2020***

	<b>Claim Numbers</b>	<b>Name</b>	<b>Name</b>	<b>Termination Date</b>
1.	1805551/2020	Helen	Owen	14/08/2020
2.	1805552/2020	Mark	Hedley	14/08/2020
3.	1805550/2020	Ann	Oliver	14/08/2020
4.	1805549/2020	Janet	Price	14/08/2020
5.	1805553/2020	Nichola	Jones	14/08/2020

***Claimants with Termination Date of 21 August 2020***

	<b>Claim Numbers</b>	<b>Name</b>	<b>Name</b>	<b>Termination Date</b>
1.	1805554/2020	Katie	Pauling	21/08/2020
2.	1805555/2020	Sarune	Jurelyte	21/08/2020
3.	1805557/2020	Caroline	Hutek	21/08/2020
4.	1805558/2020	Gail	Cayuela	21/08/2020
5.	1805559/2020	Sarah	Lyske	21/08/2020

***Claimants with Termination Date of 27 August 2020***

	<b>Claim Numbers</b>	<b>Name</b>	<b>Name</b>	<b>Termination Date</b>
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1.	1805560/2020	Janice	Castelow-Beecroft	27/08/2020
2.	1805561/2020	Sarah	Lee	27/08/2020
3.	1805562/2020	Debbie	Tombling	27/08/2020
4.	1805563/2020	Hannah	Burton	27/08/2020
5.	1805565/2020	Alison	Butcher	27/08/2020
6.	1805566/2020	Susan	Bray	27/08/2020
7.	1805567/2020	Stephanie	Iredale	27/08/2020
8.	1805568/2020	Denise	Simpson	27/08/2020
9.	1805569/2020	Hayley	Sheffield	27/08/2020
10.	1805570/2020	Janette	Gladwin	27/08/2020
11.	1805571/2020	Joan	Shea	27/08/2020
12.	1805572/2020	Linzey	Scales	27/08/2020
13.	1805573/2020	Maureen	Garthwaite	27/08/2020
14.	1805574/2020	Sharon	Sullivan	27/08/2020
15.	1805575/2020	Lynn	Wilkinson	27/08/2020
16.	1805576/2020	Deborah	Walker	27/08/2020
17.	1805564/2020	Rebecca	White	27/08/2020

***Claimants with Termination Date of 28 August 2020***

	<b>Claim Numbers</b>	<b>Name</b>	<b>Name</b>	<b>Termination Date</b>
1.	1805577/2020	Tony	Corfield	28/08/2020
2.	1805579/2020	John	Brennan	28/08/2020
3.	1805580/2020	Philip	Harris	28/08/2020
4.	1805578/2020	Michelle	Smith	28/08/2020

***Claimants with Termination Date of 29 August 2020***

	<b>Claim Numbers</b>	<b>Name</b>	<b>Name</b>	<b>Termination Date</b>
1.	1805585/2020	Louise	Woods	29/08/2020

***Claimants with Termination Date of 2 September 2020***

	<b>Claim Numbers</b>	<b>Name</b>	<b>Name</b>	<b>Termination Date</b>
1.	1805596/2020	Mandy	Jervis	02/09/2020
2.	1805597/2020	Daniel	McCall	02/09/2020
3.	1805598/2020	Neil	Jones	02/09/2020

***Claimants with Termination Date of 4 September 2020***

	<b>Claim Numbers</b>	<b>Name</b>	<b>Name</b>	<b>Termination Date</b>
1.	1805599/2020	Robert	Plume	04/09/2020
2.	1805600/2020	Michael	Long	04/09/2020
3.	1805602/2020	Donna	Campbell	04/09/2020
4.	1805603/2020	Julie	Morgan	04/09/2020