



EMPLOYMENT TRIBUNALS

Claimants: Jermaine Spooner 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 Texplan Manufacturing Limited (in administration)
R5 The Secretary of State for Business Energy and Industrial Strategy

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 Fourth 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 Fourth Respondents.
3. Between 31 July and 15 October 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 31 July 2020

	Claim Numbers	Name	Name	Termination Date
1.	1806207/2020	Jermaine	Spooner	31/07/2020
2.	1806209/2020	Daniel	Aftowicz	31/07/2020
3.	1806210/2020	David	Kosek	31/07/2020
4.	1806211/2020	Neil	Trainer	31/07/2020
5.	1806212/2020	Zak	Thorpe	31/07/2020
6.	1806213/2020	Philip	Rees	31/07/2020
7.	1806214/2020	Andrew	Hughes	31/07/2020
8.	1806215/2020	Geraint	Jones	31/07/2020

Claimants with Termination Date of 7 August 2020

	Claim Numbers	Name	Name	Termination Date
1.	1806216/2020	Menna	Bowen	07/08/2020

Claimants with Termination Date of 21 August 2020

	Claim Numbers	Name	Name	Termination Date
1.	1806217/2020	George	Fitzgerald	21/08/2020

Claimants with Termination Date of 28 August 2020

	Claim Numbers	Name	Name	Termination Date
1.	1806218/2020	Teresa	Brandon	28/08/2020
2.	1806219/2020	Robert	Evans	28/08/2020

Claimants with Termination Date of 4 September 2020

	Claim Numbers	Name	Name	Termination Date
1.	1806220/2020	Darryl	Fernandes	04/09/2020

Claimants with Termination Date of 17 September 2020

	Claim Numbers	Name	Name	Termination Date
1.	1806221/2020	Sally	Thomas	17/09/2020

Claimants with Termination Date of 30 September 2020

	Claim Numbers	Name	Name	Termination Date
1.	1806222/2020	Carol	Fletcher	30/09/2020
2.	1806223/2020	Caroline	Green	30/09/2020
3.	1806224/2020	Helen	Green	30/09/2020
4.	1806225/2020	Helen	Richards	30/09/2020
5.	1806226/2020	Rachel	Burton	30/09/2020

Claimants with Termination Date of 2 October 2020

	Claim Numbers	Name	Name	Termination Date
1.	1806228/2020	Lee	Evans	02/10/2020

Claimants with Termination Date of 7 October 2020

	Claim Numbers	Name	Name	Termination Date
1.	1806242/2020	Pamela	Lewis	07/10/2020

Claimants with Termination Date of 9 October 2020

	Claim Numbers	Name	Name	Termination Date
1.	1806229/2020	Ashley	Wood	09/10/2020
2.	1806230/2020	Thomas Charles	Price	09/10/2020
3.	1806231/2020	Timothy	Parker	09/10/2020
4.	1806232/2020	Florence Sheila	Lloyd	09/10/2020
5.	1806233/2020	David	Bennett	09/10/2020
6.	1806234/2020	Simon	Owen	09/10/2020
7.	1806236/2020	Alison Jane	Parry	09/10/2020
8.	1806237/2020	David	Williams	09/10/2020
9.	1806239/2020	Barbara Jean	Pierce	09/10/2020
10.	1806240/2020	Gillian	Jones	09/10/2020
11.	1806241/2020	Teresa	Davies	09/10/2020
12.	1806243/2020	Amanda	Pryce	09/10/2020
13.	1806244/2020	Lynne	Price	09/10/2020
14.	1806245/2020	Jill	Sillitoe	09/10/2020

Claimants with Termination Date of 15 October 2020

	Claim Numbers	Name	Name	Termination Date
1.	1806238/2020	Colin	Rice	15/10/2020