



EMPLOYMENT TRIBUNALS

Claimant: Ms J Rasell & Others

Respondent: R1 AL Realisation Limited (in Administration)
R2 PriceWaterhouseCoopers LLP

CONSENT JUDGMENT

The terms of the Judgment by Consent are as follows:

1. The claimants in the attached Schedule to this Judgment (the “**Claimants**”) was all employed by AL Realisations Limited (in administration) formerly Laura Ashley Limited (“**Respondent 1**”).
2. Robert Nicholas Lewis and Zelf Hussain were appointed as joint administrators of the Respondent 1 on 23 March 2020 and Rachael Maria Wilkinson was appointed as a joint administrator of those Respondent 1 on 17 April 2020. On 3 July 2020, Anthony John Wright and Paul Allen of FRP Advisory were appointed as additional administrators of Respondent 1.
3. On 16 June 2020 ,the Claimants were dismissed by Respondent 1 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 parties agree that the Claimants listed in the Schedule to this Judgment were assigned to an establishment where 20 or more redundancies were proposed by their employer within a period of 90 days. Respondent 1 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 against Respondent 1 in favour of the Claimants listed in the Schedule to this Judgment for a protected period of 30 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 (for example, tax deductions, offsetting the protective award sum to reflect any benefits paid to the claimants etc.).

7. The parties agree that for the purposes of this Consent Judgment, the protected period in relation to each of the Claimant begins on 16 June 2020 and lasts for 30 days.
8. The parties agree that the above amounts are payable by the RPS (in accordance with its own regulations and limits and may be reduced in accordance with relevant legislation as above)
9. 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.
10. For the avoidance of doubt, this Consent 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.
11. 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
Date: 4 October 2021

Schedule – Claimants who are entitled to a protective award for a 30-day period and are included within the scope of the Consent Judgment

	Claim Numbers	Name	Name	Termination Date
1.	2205619/2020	Jane	Rasell	16/6/2020
2.	2205620/2020	Elizabeth	Hearson	16/6/2020
3.	2205621/2020	Sarah	Blythe	16/6/2020
4.	2205622/2020	Katie	Gamblin	16/6/2020
5.	22056223/2020	Emilie Lynch	Williams	16/6/2020
6.	2205624/2020	Molly	Rance	16/6/2020
7.	2205625/2020	Natasha	Upton	16/6/2020
8.	2205626/2020	Camille	Oxberry	16/6/2020
9.	2205627/2020	Amber	Hughes	16/6/2020
10.	2205628/2020	Jessica	Helm	16/6/2020
11.	2205629/2020	Dawn	Twigg	16/6/2020
12.	220561302020	Ross	Drummond	16/6/2020
13.	2205631/2020	Gabriella	Fairs	16/6/2020
14.	2205632/2020	Rachel	Eaton	16/6/2020
15.	2205633/2020	Emma	Wilkinson	16/6/2020
16.	2205635/2020	Helen	Cumper	16/6/2020
17.	2205636/2020	Holly	Ambrose	16/6/2020
18.	2205637/2020	Annette	Beale	16/6/2020