



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr A Sidlow & Others

**Respondent:** 1. Bradford Bulls Northern Ltd (in Liquidation)  
2. The Rugby Football League Ltd  
3. Bradford Bulls 2017 Ltd  
4. The Secretary of State for Business, Energy and Industrial Strategy

**HELD AT:** Leeds (by telephone) **ON:** 23 February 2018

**BEFORE:** Employment Judge D N Jones

## REPRESENTATION:

**Claimants:** Mr R Cramer, Solicitor  
**Respondents:** R1: Ms L Emery, Solicitor  
R4: Mr P Soni, Lay Representative

# JUDGMENT

The Claimants (as named in the annex and Mr L Pryce, who issued proceedings under case number 1800706/2017) and the First Respondent have entered into terms of settlement.

The First Respondent admits that the Claimants were called to a meeting on 3 January 2017 and informed verbally that they were redundant with immediate effect. The Claimants thereafter received a letter confirming their redundancy.

By Consent it is hereby Ordered:

1. Neither the Claimants' employment with the First Respondent nor any liabilities relating to their employment, its termination, or any other matter (including without limitation any liability pursuant to paragraphs 4 or 5 of this judgment) (which includes Mr L Pryce, who issued proceedings under case number 1800706/2017) transferred to the Second Respondent and/or the Third Respondent pursuant to the Transfer of Undertakings (Protection of Employment) Regulations 2006 (the "**Regulations**") (or otherwise). The Second Respondent and/or the Third Respondent are not jointly and severally liable for any award

**Case No: 1800670/2017 1800670/2017 and others**  
made pursuant to the Regulations (including without limitation any liability pursuant to paragraphs 4 or 5 of this judgment).

2. The proceedings are dismissed in full against the First, Second, Third, and Fourth Respondents following withdrawal of the claims by the Claimants (as named in the annex).
3. The proceedings are dismissed in full against the First and Fourth Respondents following withdrawal of the claims by Mr L Pryce, who issued proceedings under case number 1800706/2017 (his claims against the Second and Third Respondents already having been dismissed).
4. There was a complete and total failure to properly and/or meaningfully inform and consult the Claimants pursuant to Section 188 Trade Union and Labour Relations (Consolidation) Act 1992 during the Protected Period which commenced on 22 December 2016 and ended on 21 January 2017.
5. The Claimants (as named in the annex) are awarded a Protective Award of 90 days' pay.

Employment Judge Jones

Date 23 February 2018

JUDGMENT SENT TO THE PARTIES ON

Date 27 February 2018

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FOR THE TRIBUNAL OFFICE

**ANNEX TO CONSENT ORDER**

**Case No: 1800670/2017 1800670/2017 and others**

1. 1800670/2017 Mr A Sidlow
2. 1800671/2017 Miss F Bailey
3. 1800672/2017 Mr J Bentley
4. 1800673/2017 Mr S Boyden
5. 1800674/2017 Mr L Burr
6. 1800675/2017 Mr O Caro
7. 1800676/2017 Mr D Chisholm
8. 1800677/2017 Mr J Clare
9. 1800678/2017 Mr A Cross
10. 1800679/2017 Mr G Dempsey
11. 1800681/2017 Mr A Foster
12. 1800682/2017 Mr V Halafihi
13. 1800683/2017 Mr L Hopkins
14. 1800684/2017 Ms A Hunter
15. 1800685/2017 Ms L Hutchinson
16. 1800686/2017 Ms V James
17. 1800687/2017 Mr P Joseph
18. 1800688/2017 Mr B Kavanagh
19. 1800689/2017 Ms A Kirkbride
20. 1800690/2017 Mr J Keyes
21. 1800692/2017 Mr L Kirk
22. 1800693/2017 Mr J Lumb
23. 1800694/2017 Mr I Macani
24. 1800695/2017 Mr J Magrin
25. 1800697/2017 Mr A Mellor
26. 1800698/2017 Mr J Mendeika
27. 1800699/2017 Ms C Moore
28. 1800700/2017 Mr K Moss
29. 1800701/2017 Mr S Moxon
30. 1800702/2017 Mr S Nicholls

**Case No: 1800670/2017 1800670/2017 and others**

31. 1800703/2017 Mr A O'Brien
32. 1800704/2017 Mr R Oakes
33. 1800705/2017 Mr T Olbison
34. 1800707/2017 Mr R Purvis
35. 1800708/2017 Mr C Roche
36. 1800709/2017 Mr D Rogers
37. 1800710/2017 Mr E Ryan
38. 1800711/2017 Mr R Smith
39. 1800712/2017 Ms J Stow
40. 1800713/2017 Mr O Thomas
41. 1800714/2017 Mr S Tindall
42. 1800715/2017 Mr C Walker
43. 1800716/2017 Ms J Walsh