



# EMPLOYMENT TRIBUNALS

**Claimant**  
**Ms M Miller & Others**  
**(See attached Schedule)**

**Respondent**  
**Coverbox Insure Limited –**  
**In administration & Others**

v

## JUDGMENT

1. The first respondent has failed to comply with a requirement of section 188 of the Trade Union & Labour Relations (Consolidation) Act 1992. The claim for a protective award succeeds.
2. The Tribunal makes a protective award in respect of all of those employees working at or from the respondent's establishment at 239 Thorpe Park Road, Peterborough, Cambridgeshire and dismissed as redundant on or after 8 July 2019 that the employer pay remuneration for the protected period which begins on 8 July 2019 and is for a period of 90 days. The Recoupment Regulations apply.
3. Any other claims brought by the claimants remain stayed under paragraph 43(6) of Schedule B1 of the Insolvency Act 1986

## REASONS

1. There are 34 claimants.
2. The claimants were all employed at the same establishment in Peterborough and were made redundant within a period of 90 days starting on 8 July 2019.
3. Evidence has been filed on behalf of the claimants confirming that there was no recognised trade union or elected employee representatives.
4. The first respondent has not filed a response and the second respondent asserts that he has no direct knowledge of the circumstances of the claimants' redundancy.
5. There appears to be no reason to depart from the principle that protective awards are punitive and should be for the maximum period unless there are circumstances making it just not to do so.

**Case Number: 3324621/2019 – 3324652/2019, 3324325/2019, 3324731/2019  
and 3323880/2019**

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Regional Employment Judge Foxwell  
25 November 2020

Date: .....  
4 December 2020

Sent to the parties on: .....

.....  
For the Tribunal Office

**Attachment**

<b>Case Reference No</b>	<b>Title</b>	<b>First name</b>	<b>Last name</b>
3324622/2019	Mr	Johnathon	Abel
3324623/2019	Mr	Zeshan	Ali
3324624/2019	Ms	Ria	Anderson
3324625/2019	Mr	Craig	Arnold
3324626/2019	Mr	Jamie	Aucott
3324627/2019	Ms	Elise	Bradley
3324628/2019	Ms	Danielle	Brennan
3324629/2019	Ms	Sarah	Ellingworth
3324630/2019	Ms	Louise	Butler
3324631/2019	Mr	Howard	Collinge
3324632/2019	Ms	Kerry	Creaney
3324633/2019	Mr	John	Edgell
3324634/2019	Ms	Glenys	Halls
3324635/2019	Ms	Katherine	Huggins
3324636/2019	Ms	Sharon	Kushnirul
3324637/2019	Ms	Sharon	Langley
3324638/2019	Mr	Pedro	Lopes
3324639/2019	Ms	Peter	Martin
3324640/2019	Ms	Connor	McGee
3324641/2019	Ms	Michelle	Mullaney
3324642/2019	Ms	Gemma	Neale
3324643/2019	Mr	Stephen	Ridgway
3324644/2019	Ms	Kiran	Shahzadi
3324645/2019	Mr	Joseph	Shaw
3324646/2019	Ms	Chelsea	Sheppardson-Davis
3324647/2019	Mr	Robert	Small
3324648/2019	Ms	Vivienne	Small
3324649/2019	Mr	Lawrence	Ward
3324650/2019	Mr	Ryan	Wooton
3324651/2019	Ms	Martyne	Miller
3324652/2019	Mr	Paul	Curtis
3324325/2019	Mr	Tom	Barker
3324731/2019	Mrs	Sarah	Durham
3323880/2019	Mr	Gareth	Williams