



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr R Shackle

**Respondent:** R1 AL Realization Limited (in Administration)  
R2 Laura Ashley Limited (In Administration)  
R3 The Secretary of State for Business Energy  
and Industrial Strategy

## CONSENT JUDGMENT

The terms of the Judgment by Consent are as follows:

1. The claimant in the attached Schedule to this Judgment (the “**Claimants**”) was all 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 and Second 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 First and Second.
3. On 22 May 2020 the Claimant was dismissed by the First and Second Respondents by reason of redundancy.
4. The Claimant has raised a complaint pursuant to section 189 of The Trade Union and Labour Relations (Consolidation) Act 1992 (“**the Act**”) and is seeking a protective award in respect of failure to consult in accordance with s.188 and s.188A of the Act.
5. The parties accept that the Claimant was 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 the claimant 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 Claimant for a protected period of 42 days, capped at the amount payable by the Redundancy Payments Service (“RPS”) in accordance with the RPS’ own regulations and limits and subject to any deductions required by law.
7. The parties agree that for the purposes of this Consent Judgment, the protected period in relation to each of the Claimant begins on his respective termination date as set out in the Schedule and lasts for 42 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 Consent Judgment applies to the Claimant 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  
Date: 4 October 2021

**Schedule - Claimant who is entitled to a protective award for a 42-day period and 15 included within the scope of the Consent Judgment**

	<b>Claim Numbers</b>	<b>Name</b>	<b>Name</b>	<b>Termination Date</b>
1.	1804490/2020	Robert	Shackle	22May 2020