



EMPLOYMENT TRIBUNALS

Claimant: Ms P Asquith -Evans and others

Respondent: One Legal Services Limited (Trading as One Legal)

Heard at: Manchester **On:** 7 March 2023

Before: Employment Judge Leach; Ms A. Roscoe; Mr P Stowe.

Representation

Claimants: Mrs Shaw (Solicitor) (representing the “Analysis” claimants), Ms Crawshay-Williams (Counsel) (representing Ms Geary) and Mr Francis (in person)

Respondents: Did not attend

JUDGMENT

The unanimous Judgment of the Tribunal is set out below.

1. This judgment applies to all claimants listed in the attached schedule.
2. On the 5 December 2019, the first respondent dismissed the claimants by reason of redundancy. The dismissals were with immediate effect.
3. The first respondent failed to inform and consult with the claimants and so breached its obligations under s188 and s188A of the Trade Union and Labour Relations (Consolidation) Act 1992 (the 1992 Act).
4. The claimants have raised a complaint pursuant to s189 of the 1992 Act seeking a protective award in respect of that failure.
5. The Tribunal makes an award under s189 of the 1992 Act in favour of the claimants named in the attached schedule for the maximum protected period of 90 days commencing on 5 December 2019.
6. This schedule includes 3 claimants Sarah Wilson, Tomas Quinn and Romeo Maku-Kemi. Whilst those claimants were paid by invoice for the latter period of their employment (from May 2019) the Tribunal is satisfied that these

claimants worked for the first respondent under a contract of employment until the date of their dismissal on 5 December 2019.

7. The respondent is ordered to pay remuneration to the claimants for the protected period.
8. The recoupment provisions apply to this award.

Employment Judge **Leach**

Date 20 April 2023

JUDGMENT SENT TO THE PARTIES ON

21 April 2023

FOR THE TRIBUNAL OFFICE

Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

SCHEDULE

1802126/2020 Ms Penelope Asquith-Evans
1802127/2020 Ms Emma Rahman
1802128/2020 Ms Jotika Kukadia
1802129/2020 Ms Joanne McLaughlin
1802130/2020 Mr Hulusi Ali
1802131/2020 Mr Michael Griffiths
1802132/2020 Mrs Rita Aswani
1802133/2020 Ms Nadia -Jade Semlali
1802134/2020 Ms Nicola Lloyd
1802135/2020 Mr Khamis Gundona
1802136/2020 Ms Ruxandra Murariu
1802137/2020 Mr John Corcoran
1802138/2020 Ms Montserrai Casadevall
1802139/2020 Ms Michelle Allen
1802140/2020 Ms Ria Burrows
1802141/2020 Ms Sara Everest
1802142/2020 Ms Carole Ann Clarke
1802143/2020 Mr James Beynon
1802144/2020 Ms Shannon Smiley
1802145/2020 Mr David Fitz
1802146/2020 Ms Rebecca May
1802147/2020 Ms Tosin Akinboboye
1802148/2020 Mr Thomas Quinn
1802149/2020 Ms Sarah Wilson
1802150/2020 Ms Saddy Njie
1802151/2020 Ms Hatice Kisa
1802152/2020 Ms Amanda Ghanie
1802153/2020 Mr Ola Adeyinka
1802154/2020 Mrs Sara Khan
1802155/2020 Mr Jason Holt
1802156/2020 Mr Romeo Aki Maku-Kemi
1802157/2020 Miss Alison Adeyinka
1802158/2020 Mr Imran Ali
1802159/2020 Mrs Fatimah Uddin
1802160/2020 Ms Cordelia Kanife
1802161/2020 Mr Peter Eccles
1802162/2020 Ms Chetna Varia
1802419/2020 Ms Nadia-Jade Semlali
1802420/2020 Ms Emma Rahman
1802421/2020 Ms Jotika Kukadia
1802422/2020 Mr Michael Griffiths
1802423/2020 Mrs Rita Aswani

Case No: 1802126/20 and others

1802424/2020 Mr Ola Adeyinka
1802425/2020 Ms Nicola Lloyd
1802426/2020 Mr Khamis Gundona
1802427/2020 Mr John Corcoran
1802428/2020 Ms Montserrat Casadevell
1802429/2020 Ms Carole Ann Clarke
1802430/2020 Mr James Beynon
1802431/2020 Mr David Fitz
1802432/2020 Ms Sarah Wilson
1802433/2020 Ms Saddy Njie
1802434/2020 Ms Sara Khan
1802435/2020 Mr Jason Holt
1802436/2020 Mr Romeo Akinjide Maku-Kemi
1802437/2020 Miss Alison Adeyinka
1802438/2020 Mr Imran Ali
1802439/2020 Mrs Fatimah Uddin
1802440/2020 Ms Cordelia Kanife
1802441/2020 Ms Chetna Varia
2200078/2020 Miss Caroline Geary
2201382/2020 Ms Caroline Geary
2300564/2020 Mr Clive Francis
2205813/2019 Miss Caroline Geary