



## EMPLOYMENT TRIBUNALS

### Claimant

Mr. J Allen

v

### Respondent

1. Baked In LTD (in administration)  
2 Secretary of State for Business &  
Trade

**Heard at:** Southampton by CVP

**On:** 23 February 2024

**Before:** Employment Judge Rayner

### Appearances

**For the Claimant:** In person

**For the Respondent:** Did not attend

## JUDGMENT

### Declaration

1. The First Respondent proposed to make 20 or more employees at one establishment redundant within a period of 90 days or less and failed
  - a. To consult the claimant, Mr Jack Allen about the dismissals.
  - b. to facilitate the election of an appropriate representative, there being no recognised trade union operating at the workplace.

### Remedy

2. The Claimant is entitled to a protective award for a period of 90 days.
3. The protective period runs from 10 May 2023 until 28 August 2023.
4. The award is not quantified.



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**Employment Judge Rayner**

Dated: 23 February 2024

Sent to the parties on:

06 March 2024

By Mr J McCormick

For the Tribunal

*Note: Reasons for the decision having been given orally at the hearing, written reasons will not be provided unless a written request is received from either party within 14 days of the sending of this record of the decision.*