

LONDON EAST
EMPLOYMENT TRIBUNAL
BETWEEN

CASE NO:3207780/2020 & OTHERS

BROADBENT & OTHERS

Claimants

V

POLICE FEDERATION OF ENGLAND & WALES

Respondent

Judgment

The reserved judgment of the Employment Tribunal dated 6 June 2023, including its findings and conclusions, is extended to include the 406 Claimants listed in the attached Schedule in respect of their claims against the Police Federation of England and Wales. That judgment therefore applies to all Claimants listed in the attached Schedule, finally determining their rights in respect of liability, and is now a binding judgment on the Respondent in respect of all of those Claimants.

Employment Judge Massarella

Dated: 22 May 2024

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Claimants

V

POLICE FEDERATION OF ENGLAND & WALES

Respondent

Schedule of Claimants for Judgment

No.	Claimant	ET Individual Case Number
1	C Adams	3204555/2020
2	J Adlington-Hounslow	3205899/2020
3	K Allen	3207501/2020
4	R Anderson	3210468/2020
5	S Anderson-Tyso	3212122/2020
6	D Anderton	3204681/2020
7	A Armstrong	3202907/2020
8	J Athy	3206738/2020
9	C Avery	3204059/2020
10	I Azad	3206431/2020
11	T Bamford	3211918/2020
12	A Barclay	3208217/2020
13	D Barnard	3212680/2020
14	D Bates	3205122/2020
15	C Beasley	3203609/2020
16	S Beasley	3210764/2020
17	S Beaumont	3211028/2020

18	I Bell	3206354/2020
19	J Bell	3211080/2020
20	S Bell	3211677/2020
21	D Bellis	3205076/2020
22	R Bentley	3210412/2020
23	N Best	3209216/2020
24	I Bhamra	3206418/2020
25	N Billany	3209396/2020
26	J Bimbrah	3206733/2020
27	N Bishop	3212528/2020
28	T Black	3212049/2020
29	G Blockley	3203772/2020
30	N Bonomini	3209275/2020
31	M Bowles	3208270/2020
32	S Boylett	3210832/2020
33	J Bradley	3206994/2020
34	G Brinkler	3211897/2020
35	L Brookes	3210154/2020
36	S Broome	3204617/2020
37	H Brown	3211837/2020
38	M Brown	3212614/2020
39	B Brunt-So	3203650/2020
40	D Bryan	3204938/2020
41	K Buchanan	3207407/2020
42	J Burgon	3212682/2020
43	J Burke-Dobbie	3206456/2020
44	T Burrows	3211767/2020
45	D Burton	3208913/2020
46	T Burton	3212009/2020
47	P Bushby	3209613/2020
48	I Caldecott	3206308/2020
49	K Callaghan	3209040/2020
50	P Calvo	3212594/2020

51	J Cannon	3212082/2020
52	D Card	3204743/2020
53	G Carter	3205846/2020
54	M Casey	3211711/2020
55	J Castle	3207259/2020
56	L Champion	3208048/2020
57	L Chapman	3207748/2020
58	J Chapman	3207171/2020
59	M Chappell	3208145/2020
60	K Cheema	3207441/2020
61	M Chilvers	3208580/2020
62	A Christie	3203115/2020
63	R Clough	3210367/2020
64	D Cocks	3204919/2020
65	P Collier	3205615/2020
66	J Collier	3207142/2020
67	K Collins	3207586/2020
68	J Conner	3207077/2020
69	J Cook	3206567/2020
70	L Copeland	3208132/2020
71	R Cousen	3204543/2020
72	S Coxell	3211377/2020
73	K Coy-Martin	3207607/2020
74	J Croker	3206697/2020
75	C Crook	3204247/2020
76	K Croudace	3207374/2020
77	C Crowbech	3212299/2020
78	E Currie	3212617/2020
79	L Cuthbert	3207720/2020
80	R Darby	3210088/2020
81	A Davenport	3203474/2020
82	M Dawson	3208249/2020
83	P Day	3209605/2020

84	D D'Castro	3204949/2020
85	D Deasy	3209031/2020
86	D Delmage	3205185/2020
87	N DeMaine	3209335/2020
88	M Demian	3208354/2020
89	S DeSortis	3210698/2020
90	D Deuchar	3204950/2020
91	V Dominey	3212164/2020
92	L Domingo	3207732/2020
93	T Donnelly	3211810/2020
94	C Down	3204217/2020
95	A Downie	3203199/2020
96	L Duffin	3207763/2020
97	N Dufosee	3209378/2020
98	N Durrant	3209130/2020
99	M Dyer	3212510/2020
100	J Dykes	3206572/2020
101	J Eglinton	3206751/2020
102	A Elliott	3211070/2020
103	M Elphick	3208529/2020
104	I Elumba-Hill	3206410/2020
105	N Etuk	3209137/2020
106	N Evans	3209196/2020
107	E Evirgen	3205452/2020
108	H Ewart	3206117/2020
109	A Ezzi	3203166/2020
110	S Farmer	3211494/2020
111	C Farr	3212627/2020
112	G Farrelly	3212275/2020
113	L Ferguson	3208110/2020
114	J Fisher	3207190/2020
115	H Flanagan	3206164/2020
116	J Fogerty	3206461/2020

117	K Fox	3210498/2020
118	A Freeman	3203393/2020
119	G French	3205844/2020
120	A Giannasi	3203176/2020
121	S Gilburn	3211532/2020
122	R Gill	3210647/2020
123	D Gillespie	3205273/2020
124	K Gould	3207325/2020
125	D Grainger	3205051/2020
126	C Green	3204211/2020
127	J Greenaway	3206810/2020
128	P Greene	3206183/2020
129	L Greer	3208918/2020
130	L Griffin-Ridley	3207957/2020
131	J Griffiths	3206012/2020
132	K Grover	3207326/2020
133	S Hailes	3211715/2020
134	C Haines	3204039/2020
135	J Hamilton	3207101/2020
136	K Hammersley	3207596/2020
137	M Hammerton	3208752/2020
138	V Hancox	3212170/2020
139	J Harlow-Smith	3206805/2020
140	L Harrison	3207680/2020
141	J Harrison-Gough	3207037/2020
142	J Hartill	3206460/2020
143	L Haslett	3207787/2020
144	P Hastings	3209888/2020
145	F Hawes	3205612/2020
146	N Hayes	3209240/2020
147	N Head	3209374/2020
148	J Healy	3206688/2020
149	S Hellewell	3211366/2020

150	J Henderson	3207261/2020
151	A Hendy	3203418/2020
152	E Herbert	3210930/2020
153	C Herd	3204256/2020
154	J Hickman	3206816/2020
155	N Hicks	3209234/2020
156	S Higgins	3212574/2020
157	C Hobday	3203802/2020
158	S Hockenhull	3210974/2020
159	C Hodgson	3204414/2020
160	D Holdbrook	3209779/2020
161	J Holland	3206964/2020
162	S Holman	3211581/2020
163	S Hopper	3211727/2020
164	E Hosey	3208710/2020
165	E Hounsome	3205468/2020
166	S Howard	3211029/2020
167	L Hughes	3207737/2020
168	F Hughes	3209883/2020
169	S Hughes	3212575/2020
170	G Humphries	3205829/2020
171	G Hurst	3205978/2020
172	Y Hussain	3212399/2020
173	C Hutley	3204413/2020
174	D Ivey	3206184/2020
175	A Jackaman	3203048/2020
176	R James	3210093/2020
177	S Jefferies	3211240/2020
178	B Jennings	3206818/2020
179	S Johns	3202731/2020
180	J Jones	3206822/2020
181	L Jones	3208004/2020
182	O Jones	3209465/2020

183	G Jones	3205680/2020
184	W Joyce	3212279/2020
185	P Kane	3209698/2020
186	S Katete	3207396/2020
187	I Keating	3206301/2020
188	C Kelly	3204401/2020
189	D Kemp	3209292/2020
190	D Kenwright	3212466/2020
191	D Kerrison-Perfect	3205172/2020
192	M Khan	3212366/2020
193	A Kimberley	3203142/2020
194	B King	3203832/2020
195	E King	3207632/2020
196	R Kirby	3210472/2020
197	M Kirk	3208796/2020
198	C Knight	3204068/2020
199	D Knowles	3204762/2020
200	S Konstantis	3211332/2020
201	E Lacey	3203711/2020
202	N Langley	3209141/2020
203	M Laremore	3208760/2020
204	L Larkey	3207960/2020
205	S Laurence	3210755/2020
206	M Laurencin	3203965/2020
207	F Laws	3205642/2020
208	J Lees	3206689/2020
209	S Lemont	3211164/2020
210	M Lennon	3208171/2020
211	J Lewin	3207897/2020
212	C Llewellyn	3204584/2020
213	S Lofting	3211077/2020
214	C Logie-Simpson	3204362/2020
215	T Long	3211762/2020

216	J Love	3208076/2020
217	G Luxton	3205931/2020
218	S Lyle	3211355/2020
219	R Maden	3210370/2020
220	S Maggs	3211631/2020
221	Z Mahmood-Chappell	3212433/2020
222	J Mahoney	3207073/2020
223	S Malik	3210957/2020
224	R Mander	3210110/2020
225	M Marcos	3208250/2020
226	A Mariner	3203341/2020
227	K Marsh	3207558/2020
228	A Marshall	3202858/2020
229	J Marter	3206527/2020
230	S May	3210749/2020
231	L Mcauley	3212455/2020
232	E Mcclelland	3205466/2020
233	G Mccormack	3212640/2020
234	R Mcdonagh	3210302/2020
235	A Mcdonagh	3202958/2020
236	A McGee	3209438/2020
237	L Mchugh	3207925/2020
238	J Mcinally	3207025/2020
239	J Mckenna	3207039/2020
240	R Mckibbin	3210536/2020
241	S Mckibbin	3210709/2020
242	H Mcknight	3206103/2020
243	H Mclintock	3206123/2020
244	G Mcmillan	3206027/2020
245	J Merrick	3206788/2020
246	S Milford	3212101/2020
247	K Millard	3207621/2020
248	J Mills	3207027/2020

249	S Milton	3210160/2020
250	F Mohammadi	3205584/2020
251	S Moncada-Perry	3203476/2020
252	G Moncrieff	3205734/2020
253	H Moore	3206105/2020
254	L Moore	3207945/2020
255	J Morgan	3206981/2020
256	G Morris	3212569/2020
257	K Morris	3207631/2020
258	M Morrisey	3208269/2020
259	S Mulligan	3211302/2020
260	J Munro	3206671/2020
261	C Murphy	3204375/2020
262	C Murray	3204469/2020
263	C Neal	3204315/2020
264	A Nisbet	3212036/2020
265	P Novis	3210024/2020
266	H Nunez	3206087/2020
267	A O'Boy	3203460/2020
268	K O'Brien	3207578/2020
269	S O'Brien	3210965/2020
270	D O'Brien	3204861/2020
271	K O'Connor	3207506/2020
272	A O'Connor	3202999/2020
273	P O'Connor	3209713/2020
274	G O'Dea	3212445/2020
275	T O'Dell	3209448/2020
276	G O'Donnell	3205713/2020
277	P O'Donnell	3209450/2020
278	J O'Hara	3206678/2020
279	I O'Hara	3208036/2020
280	A Oldfield	3209456/2020
281	J Olive	3206912/2020

282	J O'Mahony	3207193/2020
283	N O'Malley	3209338/2020
284	M O'Meara	3208395/2020
285	J O'Neil	3207239/2020
286	B O'Neill	3209021/2020
287	I OPrey	3206428/2020
288	S O'Reilly	3211339/2020
289	M O'Shea	3212134/2020
290	V Oskiewicz	3212176/2020
291	K O'Sullivan	3203558/2020
292	J Owens	3206991/2020
293	C Page	3209537/2020
294	R Parker	3211798/2020
295	H Parkes	3206145/2020
296	H Patel	3206207/2020
297	R Payne	3210577/2020
298	N Peace	3209328/2020
299	J Pearce	3207179/2020
300	N Pearce	3209299/2020
301	B Pedro-Anido	3203684/2020
302	J Pemberton	3206885/2020
303	N Perkis	3212671/2020
304	K Philpot	3207590/2020
305	C Pickavance	3204462/2020
306	I Poole	3206378/2020
307	C Pope	3203976/2020
308	V Porter	3212207/2020
309	L Porter	3207944/2020
310	P Power	3210040/2020
311	D Pradun	3205362/2020
312	I Proudfoot	3206314/2020
313	A Ralphps	3203149/2020
314	J Read	3207250/2020

315	K Redington	3211040/2020
316	M Rees	3208864/2020
317	T Renshaw	3210211/2020
318	C Richards	3204406/2020
319	S Richards	3211729/2020
320	M Richardson	3208216/2020
321	B Roberts	3203686/2020
322	M Robinson	3208876/2020
323	A Robson	3203171/2020
324	J Roch	3211793/2020
325	M Rolston	3208484/2020
326	C Rose	3204481/2020
327	D Rossiter	3205334/2020
328	C Rowan	3209818/2020
329	L Ruane	3207733/2020
330	C Ruff	3204203/2020
331	N Rule	3206010/2020
332	A Rush	3203060/2020
333	R Ryan	3204118/2020
334	M Schneider	3205643/2020
335	J Scudder	3207175/2020
336	R Sebastian	3205189/2020
337	C Shaw	3212700/2020
338	C Shelldrake	3204461/2020
339	A Shenton	3203140/2020
340	R Shepherd	3210399/2020
341	H Shuriah	3206264/2020
342	S Simpson	3210801/2020
343	G Simson	3205897/2020
344	L Sinclair	3207949/2020
345	C Singh	3204134/2020
346	G Singh Bola	3205676/2020
347	R Slater	3211233/2020

348	S Slater	3210926/2020
349	B Smart	3203888/2020
350	B Smethurst	3203857/2020
351	D Smith	3205340/2020
352	A Solly	3203099/2020
353	M Sparkes	3208556/2020
354	J Spencer	3206554/2020
355	A Spencer	3203431/2020
356	D Squirrell	3204834/2020
357	E Stannard	3207982/2020
358	N Stannard	3209175/2020
359	N Stephens	3212716/2020
360	N Stewart	3209251/2020
361	R Stone	3210139/2020
362	R Stoughton	3210248/2020
363	F Stuart	3202895/2020
364	G Summers	3209515/2020
365	C Tapp	3207671/2020
366	D Taylor	3204887/2020
367	J Taylor	3207295/2020
368	V Taylor	3212132/2020
369	C Taylor	3204415/2020
370	D Taylor-Lewis	3205145/2020
371	I Thomas	3210503/2020
372	S Thomas	3211591/2020
373	J Thorogood	3207249/2020
374	D Thorpe	3209988/2020
375	S Todd	3210762/2020
376	A Tolson	3203379/2020
377	J Torkington	3206823/2020
378	J Tovey	3207296/2020
379	N Townsend	3212044/2020
380	M Townsend	3209789/2020

381	D Tresham	3205168/2020
382	A Tsangaropoulos-Sichel	3203409/2020
383	R Turner	3203618/2020
384	E Turner	3212538/2020
385	S Tynan-Clark	3210804/2020
386	G Underwood	3205339/2020
387	M Underwood	3208838/2020
388	C Van De Bourry-Konstantis	3212147/2020
389	R VanThal	3210493/2020
390	M Vinson	3208867/2020
391	J Waling	3206537/2020
392	J Walsh	3210041/2020
393	C Ward	3204308/2020
394	K Ware	3207331/2020
395	D Waterhouse	3205268/2020
396	J Watling	3206621/2020
397	A Waywell	3203154/2020
398	T West	3211977/2020
399	C White	3205272/2020
400	J Whitlock	3207191/2020
401	C Wickerson	3208965/2020
402	S Wilson	3211563/2020
403	S Wincell	3211317/2020
404	G Worthington	3205819/2020
405	S Wraight	3212385/2020
406	M Wynter	3208273/2020

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