



# EMPLOYMENT TRIBUNALS

**Claimants:** Mr P Hughes and others

**Respondents:** (1) Ideal World Limited in administration  
(2) The Secretary of State for Business & Trade

**Upon** the administrators of the first respondent consenting to these claims proceeding, and **upon** reading the claim forms, the second respondent's response and having given the parties an opportunity to make written representations.

## 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 the claimants who worked at the first respondent's establishment at Ideal Home House, Newark Road, Peterborough PE1 5WG and who were dismissed as redundant on or after 6 July 2023 that the employer pay remuneration for the protected period which begins on 6 July 2023 and is for a period of 90 days. The Recoupment Regulations apply.

## REASONS

1. The claimants presented their claims for a protective award within the statutory time limit (as extended by the early conciliation provisions).
2. The claimants were employed at the same establishment at Ideal Home House, Newark Road, Peterborough PE1 5WG ("the establishment") and were made redundant on or after 6 July 2023.
3. There was not a recognised trade union nor elected employee representatives at the establishment.
4. 20 or more employees at the establishment were made redundant or placed at risk of redundancy, on or within 90 days of 6 July 2023.

5. The claimants were dismissed during this period without any consultation having taken place.
6. The respondent, which is in administration, has not filed a response but its administrators have given consent to these claims proceeding. The Secretary of State has filed a response to assist the Tribunal only and has no direct knowledge of events. In these circumstances it would be disproportionate to convene a hearing.
7. 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.

\_\_\_\_\_  
Regional Employment Judge Foxwell

Date: ...25 April 2024.....

Sent to the parties on: .23/05/2024...

.....  
For the Tribunal Office

**Multiple Schedule**

**Multiple: 3301174 - Ideal World Ltd (in administration)**

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3312747/2023	Mr Phil Hughes -v- Ideal World Ltd (in administration) & Others
3312748/2023	Ms Amalia Firescu -v- Ideal World Ltd (in administration) & Others
3312749/2023	Ms Kamila Krawczuk -v- Ideal World Ltd (in administration) & Others
3312750/2023	Mr Shaun Etherton -v- Ideal World Ltd (in administration) & Others
3312751/2023	Mr Aaron Lonergan -v- Ideal World Ltd (in administration) & Others
3312752/2023	Mr Adam Pickup -v- Ideal World Ltd (in administration) & Others
3312753/2023	Mr Adam Matthews -v- Ideal World Ltd (in administration) & Others
3312754/2023	Mr Adrian Howard -v- Ideal World Ltd (in administration) & Others
3312755/2023	Ms Agata Kuczmarska -v- Ideal World Ltd (in administration) & Others
3312756/2023	Ms Agnieszka Belech -v- Ideal World Ltd (in administration) & Others
3312757/2023	Mr Aidan Thompson -v- Ideal World Ltd (in administration) & Others
3312758/2023	Mr Alexandru Frincu -v- Ideal World Ltd (in administration) & Others
3312759/2023	Ms Allison Harbour -v- Ideal World Ltd (in administration) & Others
3312760/2023	Ms Allison Musgrove -v- Ideal World Ltd (in administration) & Others
3312761/2023	Ms Amelia Goodman-Chapa -v- Ideal World Ltd (in administration) & Others
3312762/2023	Ms Amrina Kawsar -v- Ideal World Ltd (in administration) & Others
3312763/2023	Mr Anca Gabriela Timofte -v- Ideal World Ltd (in administration) & Others
3312764/2023	Mr Andor Kadar -v- Ideal World Ltd (in administration) & Others
3312765/2023	Mr Andrew Grieves -v- Ideal World Ltd (in administration) & Others
3312766/2023	Mr Andrew Whitehead -v- Ideal World Ltd (in administration) & Others
3312767/2023	Mr Andrew Nottle -v- Ideal World Ltd (in administration) & Others
3312768/2023	Mr Andrew Whitaker -v- Ideal World Ltd (in administration) & Others
3312769/2023	Mr Andrew Zenthon -v- Ideal World Ltd (in administration) & Others
3312770/2023	Ms Anita Carroll -v- Ideal World Ltd (in administration) & Others
3312771/2023	Ms Anna Munton -v- Ideal World Ltd (in administration) & Others
3312772/2023	Ms Barbara Stroebel -v- Ideal World Ltd (in administration) & Others
3312773/2023	Mr Barry Marshall -v- Ideal World Ltd (in administration) & Others
3312774/2023	Mr Barry Jones -v- Ideal World Ltd (in administration) & Others
3312775/2023	Ms Ben Peach -v- Ideal World Ltd (in administration) & Others
3312776/2023	Mr Ben Mabrouk -v- Ideal World Ltd (in administration) & Others
3312777/2023	Ms Bernadette Mead -v- Ideal World Ltd (in administration) & Others
3312778/2023	Ms Bethany Upton -v- Ideal World Ltd (in administration) & Others
3312779/2023	Mr Brian Lucas -v- Ideal World Ltd (in administration) & Others
3312780/2023	Mr Carl Lenton -v- Ideal World Ltd (in administration) & Others
3312781/2023	Ms Cerys Bussey -v- Ideal World Ltd (in administration) & Others
3312782/2023	Ms Charlotte Lovegrove -v- Ideal World Ltd (in administration) & Others
3312783/2023	Ms Chelsea Neil -v- Ideal World Ltd (in administration) & Others
3312784/2023	Mr Chris Houston -v- Ideal World Ltd (in administration) & Others
3312785/2023	Mr Chris Clarke -v- Ideal World Ltd (in administration) & Others
3312786/2023	Mr Chris Lewis -v- Ideal World Ltd (in administration) & Others
3312787/2023	Mr Chris Hitchen -v- Ideal World Ltd (in administration) & Others

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3312788/2023 Mr Christian Richardson -v- Ideal World Ltd (in administration) & Others  
3312789/2023 Ms Christine Mcintosh -v- Ideal World Ltd (in administration) & Others  
3312790/2023 Ms Christine Sanderson -v- Ideal World Ltd (in administration) & Others  
3312791/2023 Mr Christopher Leworthy -v- Ideal World Ltd (in administration) & Others  
3312792/2023 Mr Christopher Reid -v- Ideal World Ltd (in administration) & Others  
3312793/2023 Mr Christopher Niemc -v- Ideal World Ltd (in administration) & Others  
3312794/2023 Mr Christopher Bond -v- Ideal World Ltd (in administration) & Others  
3312795/2023 Ms Claire Lewis -v- Ideal World Ltd (in administration) & Others  
3312796/2023 Ms Corrinne Yeates -v- Ideal World Ltd (in administration) & Others  
3312797/2023 Ms Courtney English -v- Ideal World Ltd (in administration) & Others  
3312798/2023 Mr Craig Johnson -v- Ideal World Ltd (in administration) & Others  
3312799/2023 Mr Damon Snowden -v- Ideal World Ltd (in administration) & Others  
3312800/2023 Mr Daniel Price -v- Ideal World Ltd (in administration) & Others  
3312801/2023 Mr Daniel Newman -v- Ideal World Ltd (in administration) & Others  
3312802/2023 Mr Dave Walters -v- Ideal World Ltd (in administration) & Others  
3312803/2023 Mr David Desborough -v- Ideal World Ltd (in administration) & Others  
3312804/2023 Ms Dennice Robinson -v- Ideal World Ltd (in administration) & Others  
3312805/2023 Ms Diana-Elena Francu -v- Ideal World Ltd (in administration) & Others  
3312806/2023 Ms Diane Abbott -v- Ideal World Ltd (in administration) & Others  
3312807/2023 Mr Dominic Byrom -v- Ideal World Ltd (in administration) & Others  
3312808/2023 Mr Dominic Larnar -v- Ideal World Ltd (in administration) & Others  
3312809/2023 Ms Donna Caine -v- Ideal World Ltd (in administration) & Others  
3312810/2023 Mr Edward Reason -v- Ideal World Ltd (in administration) & Others  
3312811/2023 Mr Elliot Theakstone -v- Ideal World Ltd (in administration) & Others  
3312812/2023 Ms Eilyn O'Hanlon -v- Ideal World Ltd (in administration) & Others  
3312813/2023 Ms Elzbieta Dabrowska -v- Ideal World Ltd (in administration) & Others  
3312814/2023 Ms Emily Starkey -v- Ideal World Ltd (in administration) & Others  
3312815/2023 Ms Emma Carson -v- Ideal World Ltd (in administration) & Others  
3312816/2023 Ms Emma Jackson -v- Ideal World Ltd (in administration) & Others  
3312817/2023 Ms Emma- Jade Farrington -v- Ideal World Ltd (in administration) & Others  
3312818/2023 Ms Eveline Verdegaal -v- Ideal World Ltd (in administration) & Others  
3312819/2023 Ms Ewa Janus -v- Ideal World Ltd (in administration) & Others  
3312820/2023 Ms Fiona Newton -v- Ideal World Ltd (in administration) & Others  
3312821/2023 Ms Florin Firescu -v- Ideal World Ltd (in administration) & Others  
3312822/2023 Mr Gary Woodward -v- Ideal World Ltd (in administration) & Others  
3312823/2023 Mr Gary Nicholls -v- Ideal World Ltd (in administration) & Others  
3312824/2023 Mr Gary Bell -v- Ideal World Ltd (in administration) & Others  
3312825/2023 Ms Gemma Nixon -v- Ideal World Ltd (in administration) & Others  
3312826/2023 Ms Genevieve Reamoinn -v- Ideal World Ltd (in administration) & Others  
3312827/2023 Ms Georgia Browning -v- Ideal World Ltd (in administration) & Others  
3312828/2023 Mr Hakan Tekin -v- Ideal World Ltd (in administration) & Others  
3312829/2023 Mr Harry Austin -v- Ideal World Ltd (in administration) & Others  
3312830/2023 Ms Hayley Green -v- Ideal World Ltd (in administration) & Others  
3312831/2023 Ms Hollie Swinscoe -v- Ideal World Ltd (in administration) & Others  
3312832/2023 Mr Ian Brown -v- Ideal World Ltd (in administration) & Others  
3312833/2023 Ms Imogen Sparrow -v- Ideal World Ltd (in administration) & Others

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3312834/2023 Ms Isaac Jones -v- Ideal World Ltd (in administration) & Others  
3312835/2023 Mr Jack Breadmore -v- Ideal World Ltd (in administration) & Others  
3312836/2023 Mr Jake Smith -v- Ideal World Ltd (in administration) & Others  
3312837/2023 Mr Jamie Pearson -v- Ideal World Ltd (in administration) & Others  
3312838/2023 Mr Jamie Downes -v- Ideal World Ltd (in administration) & Others  
3312839/2023 Ms Janin Wignarajah-Luxford -v- Ideal World Ltd (in administration) & Others  
3312840/2023 Mr Jason Williams -v- Ideal World Ltd (in administration) & Others  
3312841/2023 Ms Jazmyn Violante -v- Ideal World Ltd (in administration) & Others  
3312842/2023 Ms Jessica Quinn -v- Ideal World Ltd (in administration) & Others  
3312843/2023 Ms Jessica Rusling -v- Ideal World Ltd (in administration) & Others  
3312844/2023 Ms Jessica Gioia -v- Ideal World Ltd (in administration) & Others  
3312845/2023 Ms Joanna Cormack -v- Ideal World Ltd (in administration) & Others  
3312846/2023 Mr Jonathan Pullan -v- Ideal World Ltd (in administration) & Others  
3312847/2023 Mr Joseph Zizza -v- Ideal World Ltd (in administration) & Others  
3312848/2023 Mr Joshua Lemon -v- Ideal World Ltd (in administration) & Others  
3312849/2023 Mr Jozef Miller -v- Ideal World Ltd (in administration) & Others  
3312850/2023 Ms Julie Walton -v- Ideal World Ltd (in administration) & Others  
3312851/2023 Ms Justyna Nowakowska -v- Ideal World Ltd (in administration) & Others  
3312852/2023 Ms Kaiira Ologunro -v- Ideal World Ltd (in administration) & Others  
3312853/2023 Ms Karen Stripe -v- Ideal World Ltd (in administration) & Others  
3312854/2023 Ms Katarzyna Papros -v- Ideal World Ltd (in administration) & Others  
3312855/2023 Ms Katarzyna Czekala -v- Ideal World Ltd (in administration) & Others  
3312856/2023 Ms Katie Phillips -v- Ideal World Ltd (in administration) & Others  
3312857/2023 Ms Kay Johnson -v- Ideal World Ltd (in administration) & Others  
3312858/2023 Ms Kaylee Ireson -v- Ideal World Ltd (in administration) & Others  
3312859/2023 Ms Kelly Woodcock -v- Ideal World Ltd (in administration) & Others  
3312860/2023 Mr Kenneth Marsh -v- Ideal World Ltd (in administration) & Others  
3312861/2023 Mr Keval Patel -v- Ideal World Ltd (in administration) & Others  
3312862/2023 Mr Kevin Davis -v- Ideal World Ltd (in administration) & Others  
3312863/2023 Ms Kiana Smithdale -v- Ideal World Ltd (in administration) & Others  
3312864/2023 Ms Kimberley Lount -v- Ideal World Ltd (in administration) & Others  
3312865/2023 Mr Kristian Brown -v- Ideal World Ltd (in administration) & Others  
3312866/2023 Mr Kurtis Parr -v- Ideal World Ltd (in administration) & Others  
3312867/2023 Ms Laura Shenton -v- Ideal World Ltd (in administration) & Others  
3312868/2023 Ms Lauren Taylor -v- Ideal World Ltd (in administration) & Others  
3312869/2023 Mr Lesley Williams -v- Ideal World Ltd (in administration) & Others  
3312870/2023 Mr Lester Radley -v- Ideal World Ltd (in administration) & Others  
3312871/2023 Mr Liam Waine -v- Ideal World Ltd (in administration) & Others  
3312872/2023 Ms Lisa Hylton -v- Ideal World Ltd (in administration) & Others  
3312873/2023 Ms Lisa East -v- Ideal World Ltd (in administration) & Others  
3312874/2023 Ms Lizzie Hughes -v- Ideal World Ltd (in administration) & Others  
3312875/2023 Mr Lloyd Johnson -v- Ideal World Ltd (in administration) & Others  
3312876/2023 Ms Louise Tomlinson -v- Ideal World Ltd (in administration) & Others  
3312877/2023 Ms Louise Jones -v- Ideal World Ltd (in administration) & Others  
3312878/2023 Mr Luke Olding -v- Ideal World Ltd (in administration) & Others  
3312879/2023 Ms Lydia Hallsworth -v- Ideal World Ltd (in administration) & Others

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3312880/2023 Ms Lynsey Thompson -v- Ideal World Ltd (in administration) & Others  
3312881/2023 Ms Mandy Mews -v- Ideal World Ltd (in administration) & Others  
3312882/2023 Ms Maria Read -v- Ideal World Ltd (in administration) & Others  
3312883/2023 Ms Maria Enciu -v- Ideal World Ltd (in administration) & Others  
3312884/2023 Ms Mariana Georgiana Frincu -v- Ideal World Ltd (in administration) & Others  
3312885/2023 Ms Mariola Pawelczyk -v- Ideal World Ltd (in administration) & Others  
3312886/2023 Ms Marion Garton -v- Ideal World Ltd (in administration) & Others  
3312887/2023 Mr Mark Mash -v- Ideal World Ltd (in administration) & Others  
3312888/2023 Mr Mark Llewellyn -v- Ideal World Ltd (in administration) & Others  
3312889/2023 Mr Matt Simpson -v- Ideal World Ltd (in administration) & Others  
3312890/2023 Mr Matthew Murnaghan -v- Ideal World Ltd (in administration) & Others  
3312891/2023 Mr Matthew Young -v- Ideal World Ltd (in administration) & Others  
3312892/2023 Ms Melanie Doward -v- Ideal World Ltd (in administration) & Others  
3312893/2023 Mr Michael Saunders -v- Ideal World Ltd (in administration) & Others  
3312894/2023 Mr Michael Mason -v- Ideal World Ltd (in administration) & Others  
3312895/2023 Ms Michelle Hooker -v- Ideal World Ltd (in administration) & Others  
3312896/2023 Ms Mikaela Allcott -v- Ideal World Ltd (in administration) & Others  
3312897/2023 Ms Mike Woodward -v- Ideal World Ltd (in administration) & Others  
3312898/2023 Ms Millie Talmage -v- Ideal World Ltd (in administration) & Others  
3312899/2023 Mr Mitchell Hopkins -v- Ideal World Ltd (in administration) & Others  
3312900/2023 Mr Mohammed Ali Hassani -v- Ideal World Ltd (in administration) & Others  
3312901/2023 Ms Mollie Gillard -v- Ideal World Ltd (in administration) & Others  
3312902/2023 Ms Nadine Mease -v- Ideal World Ltd (in administration) & Others  
3312903/2023 Ms Najibeh Jafary -v- Ideal World Ltd (in administration) & Others  
3312904/2023 Ms Natalie Muncaster-Rule -v- Ideal World Ltd (in administration) & Others  
3312905/2023 Ms Natasha Flood -v- Ideal World Ltd (in administration) & Others  
3312906/2023 Ms Neil Wright -v- Ideal World Ltd (in administration) & Others  
3312907/2023 Ms Nichola Abbott -v- Ideal World Ltd (in administration) & Others  
3312908/2023 Ms Nicola Ireland -v- Ideal World Ltd (in administration) & Others  
3312909/2023 Ms Nicola Connor -v- Ideal World Ltd (in administration) & Others  
3312910/2023 Mr Oliver McMahon -v- Ideal World Ltd (in administration) & Others  
3312911/2023 Mr Orry Verducci -v- Ideal World Ltd (in administration) & Others  
3312912/2023 Mr Ozgur Cevik -v- Ideal World Ltd (in administration) & Others  
3312913/2023 Mr Paul Leonard -v- Ideal World Ltd (in administration) & Others  
3312914/2023 Mr Paul Fitzsimons -v- Ideal World Ltd (in administration) & Others  
3312915/2023 Mr Paul Keetley -v- Ideal World Ltd (in administration) & Others  
3312916/2023 Mr Paul Evans -v- Ideal World Ltd (in administration) & Others  
3312917/2023 Ms Paulina Weyer -v- Ideal World Ltd (in administration) & Others  
3312918/2023 Ms Rachel Keightly -v- Ideal World Ltd (in administration) & Others  
3312919/2023 Ms Rebecca Duerden -v- Ideal World Ltd (in administration) & Others  
3312920/2023 Ms Reema Tateri -v- Ideal World Ltd (in administration) & Others  
3312921/2023 Mr Robert Houston -v- Ideal World Ltd (in administration) & Others  
3312922/2023 Mr Robert Ellmer -v- Ideal World Ltd (in administration) & Others  
3312923/2023 Mr Robert Lewis -v- Ideal World Ltd (in administration) & Others  
3312924/2023 Ms Rokas Kaucikas -v- Ideal World Ltd (in administration) & Others  
3312925/2023 Mr Ryan Cook -v- Ideal World Ltd (in administration) & Others

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3312926/2023 Ms Sam Smith -v- Ideal World Ltd (in administration) & Others  
3312927/2023 Ms Samantha Sangster -v- Ideal World Ltd (in administration) & Others  
3312928/2023 Mr Samuel Millinson -v- Ideal World Ltd (in administration) & Others  
3312929/2023 Ms Sarah Adams -v- Ideal World Ltd (in administration) & Others  
3312930/2023 Ms Sian Covell -v- Ideal World Ltd (in administration) & Others  
3312931/2023 Mr Simon Cooper -v- Ideal World Ltd (in administration) & Others  
3312932/2023 Mr Simon Blanford -v- Ideal World Ltd (in administration) & Others  
3312933/2023 Mr Simon Best -v- Ideal World Ltd (in administration) & Others  
3312934/2023 Mr Simon Shephard -v- Ideal World Ltd (in administration) & Others  
3312935/2023 Ms Sophie McMillan -v- Ideal World Ltd (in administration) & Others  
3312936/2023 Mr Stephen West -v- Ideal World Ltd (in administration) & Others  
3312937/2023 Ms Stuart Dunnett -v- Ideal World Ltd (in administration) & Others  
3312938/2023 Ms Suzanne Cross -v- Ideal World Ltd (in administration) & Others  
3312939/2023 Ms Sylwia Rynkowska-Zielinska -v- Ideal World Ltd (in administration) & Others  
3312940/2023 Ms Teresa Grant -v- Ideal World Ltd (in administration) & Others  
3312941/2023 Mr Tim Marsh -v- Ideal World Ltd (in administration) & Others  
3312942/2023 Ms Tina Neave -v- Ideal World Ltd (in administration) & Others  
3312943/2023 Ms Tracey Lee -v- Ideal World Ltd (in administration) & Others  
3312944/2023 Mr William Hounsell -v- Ideal World Ltd (in administration) & Others