



**IN THE LONDON CENTRAL  
EMPLOYMENT TRIBUNAL**

**B E T W E E N:**

**Ms J. Todd and 28 others**

**Claimants**

**and**

**Famously Proper Limited (In Administration)**

**First Respondent**

**and**

**Mr G. Cox**

**Second Respondent**

**and**

**Mr O. Fenwick**

**Third Respondent**

**CONSENT JUDGMENT**

On reading the joint application submitted on behalf of the claimants named in Schedule 1 (“the Claimants”) and the First Respondent.

Having received confirmation that those parties having agreed to the terms of the Judgment set out below by consent, the judgment of the Employment Tribunal made under Rule 64 of Schedule 1 of the Employment Tribunals (Constitution & Rules of Procedure) Regulations 2013 is that:

**Claims against the First Respondent**

**The protective award claims under section 189 of the Trade Union & Labour Relations (Consolidation) Act 1992**

1. In relation to the claimants named in Schedule 2 to this judgment only;
  - 1.1 Famously Proper Limited (in administration) failed to adequately comply with a requirement of section 188 of the Trade Union & Labour Relations (Consolidation) Act 1992 and their claim for a protective award brought under section 189 of the Trade Union & Labour Relations (Consolidation) Act 1992 succeeds.
  - 1.2 Famously Proper Limited (in administration) is ordered to pay remuneration (i.e. a protective award) to the claimants named in Schedule 2 for a protected period of 90 days beginning on 13 January 2023 (being the date on which the first of the dismissals to which the complaint relates took effect) to those claimants.
2. All of the remaining protective award claims brought by the claimants named in Schedule 3 are dismissed on withdrawal.

**The unfair dismissal claims**

3. All of the Claimants’ claims against the First Respondent of unfair dismissal are dismissed on withdrawal.

**The automatic unfair dismissal claims**

4. All of the Claimants’ claims against the First Respondent of automatic unfair dismissal under s103A Employment Rights Act 1996 (“ERA 1996”) are dismissed on withdrawal.

**The detriment claims**

5. All of the Claimants’ claims against the First Respondent that they suffered a detriment under section 47B Employment Rights Act 1996 are dismissed on withdrawal.

**Claims against the Second and Third Respondents**

6. For the avoidance of doubt, this judgment does not apply to the remaining section 47B ERA 1996 claims brought by the following claimants against the Second and Third Respondents:

Ms	Jennifer	Todd	Case No: 2208018/2023
Mr	Robert	Bryan	Case No: 2208021/2023
Mr	Matthew	Banks	Case No: 2208019/2023
Mr	Jonathon	Bromley	Case No: 2208020/2023
Ms	Stella	Smith	Case No: 2208047/2023

**Costs**

7. There is no order requiring any of the Claimants or the First Respondent to pay or reimburse any other party’s costs in relation to the claims brought by the Claimants referred to in Schedule 1 against the First Respondent and each party shall bear their own costs in relation to those claims.

Employment Judge Webster

Date: 4 June 2024

JUDGMENT and SUMMARY SENT to the PARTIES ON

11 June 2024

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For the Tribunal Office

Case Number 2208018/2023 and others

**SCHEDULE 1 – ALL CLAIMANTS**

1.	Ms	Jennifer	Todd	Case No: 2208018/2023
2.	Mr	Matthew	Banks	Case No: 2208019/2023
3.	Mr	Jonathan	Bromley	Case No: 2208020/2023
4.	Mr	Robert	Bryan	Case No: 2208021/2023
5.	Ms	Hannah	Chadwick	Case No: 2208022/2023
6.	Mr	Charlie	Dobb	Case No: 2208023/2023
7.	Mr	Jacob	Dowdswell	Case No: 2208024/2023
8.	Ms	Stella	Smith	Case No: 2208047/2023
9.	Ms	Katie Yasemin	Erceylan	Case No: 2208025/2023
10.	Ms	Tabitha	Gauntlett	Case No: 2208026/2023
11.	Mr	Fouad	Ghoul	Case No: 2208027/2023
12.	Ms	Julia	Makarova	Case No: 2208028/2023
13.	Ms	Amy Louise	Maskill	Case No: 2208029/2023
14.	Mr	Neil	McNab	Case No: 2208030/2023
15.	Ms	Sultan Claudia	Mirela	Case No: 2208031/2023
16.	Mr	Joshua	Molloy	Case No: 2208032/2023
17.	Ms	Katryna	Moncenko	Case No: 2208033/2023
18.	Mr	Oralnto	Pouikis	Case No: 2208034/2023
19.	Mr	William	Rice	Case No: 2208035/2023
20.	Mr	Ahmad	Sadallah	Case No: 2208036/2023
21.	Mr	Anoop	Sasikumar	Case No: 2208037/2023
22.	Mr	Boris	Smolenschii	Case No: 2208038/2023
23.	Ms	Kinga	Sobieraj	Case No: 2208039/2023
24.	Mr	Avinash	Sukkooba	Case No: 2208040/2023
25.	Ms	Emese Monika	Szeles	Case No: 2208041/2023
26.	Ms	Katalin	Szucs	Case No: 2208042/2023
27.	Mr	Mate	Toth	Case No: 2208043/2023
28.	Mr	David	White	Case No: 2208044/2023
29.	Mr	Gabriel	Wormald-Smith	Case No: 2208045/2023

**SCHEDULE 2 – CLAIMANTS WHOSE PROTECTIVE AWARD CLAIM SUCCEEDS**

1.	Mr	Matthew	Banks	Case No: 2208019/2023
2.	Mr	Jonathan	Bromley	Case No: 2208020/2023
3.	Ms	Hannah	Chadwick	Case No: 2208022/2023
4.	Mr	Charlie	Dobb	Case No: 2208023/2023
5.	Mr	Jacob	Dowdswell	Case No: 2208024/2023
6.	Ms	Stella	Smith	Case No: 2208047/2023
7.	Ms	Katie Yasemin	Erceylan	Case No: 2208025/2023
8.	Ms	Tabitha	Gauntlett	Case No: 2208026/2023
9.	Mr	Fouad	Ghoul	Case No: 2208027/2023
10.	Ms	Julia	Makarova	Case No: 2208028/2023
11.	Ms	Amy Louise	Maskill	Case No: 2208029/2023
12.	Mr	Joshua	Molloy	Case No: 2208032/2023
13.	Ms	Katryna	Moncenko	Case No: 2208033/2023
14.	Mr	William	Rice	Case No: 2208035/2023
15.	Mr	Ahmad	Sadallah	Case No: 2208036/2023
16.	Mr	Anoop	Sasikumar	Case No: 2208037/2023
17.	Mr	Boris	Smolenschii	Case No: 2208038/2023
18.	Mr	David	White	Case No: 2208044/2023
19.	Mr	Gabriel	Wormald-Smith	Case No: 2208045/2023

Case Number 2208018/2023 and others

**SCHEDULE 3 – CLAIMANTS WHOSE PROTECTIVE AWARD CLAIMS ARE DISMISSED ON WITHDRAWAL**

1.	Ms	Jennifer	Todd	Case No: 2208018/2023
2.	Mr	Robert	Bryan	Case No: 2208021/2023
3.	Mr	Neil	McNab	Case No: 2208030/2023
4.	Ms	Sultan Claudia	Mirela	Case No: 2208031/2023
5.	Mr	Oralnto	Pouikis	Case No: 2208034/2023
6.	Ms	Kinga	Sobieraj	Case No: 2208039/2023
7.	Mr	Avinash	Sukkooba	Case No: 2208040/2023
8.	Ms	Emese Monika	Szeles	Case No: 2208041/2023
9.	Ms	Katalin	Szucs	Case No: 2208042/2023
10.	Mr	Mate	Toth	Case No: 2208043/2023