



EMPLOYMENT TRIBUNALS

Claimant: Mrs J Bulluss & Others

Respondent: 1. Hemdean House School Limited
(In Creditors Voluntary Liquidation)

2. Secretary of State for Business & Trade

JUDGMENT

- (1) The 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 respondent's establishment at Hemdean House School, Hemdean Road, Caversham, Reading RG4 7SD and who were dismissed as redundant on or after 12 July 2024 that the employer pay remuneration for the protected period which begins on 12 July 2024 and is for a period of 90 days. The Recoupment Regulations apply.

REASONS

1. There are 19 claimants.
2. The claimants have presented their claims within the statutory time limit.
3. The claimants were employed at the same establishment in Caversham, Reading and were made redundant on or after 12 July 2024.
4. There was no recognised trade union or elected employee representatives.
5. 20 or more employees at the establishment were made redundant or placed at risk of redundancy, on or within 90 days of 12 July 2024.

6. The claimants were dismissed during this period without any consultation having taken place.
7. The first respondent has not filed a response. The second respondent has filed a response and asks that it is considered as a written submission for any hearing. The tribunal has had regard to that response. In these circumstances it would be disproportionate to convene a hearing.
8. 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.
9. 11 of the 19 claimants have issued duplicate claims. Where the claims are duplicated Employment Judge French has consolidated the two claims and has issued one award.

Approved by:

Employment Judge French

Date: 7 July 2025

JUDGMENT SENT TO THE PARTIES ON

.....23/07/2025.....

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FOR THE TRIBUNAL OFFICE

Notes

Written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

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.

MULTIPLE SCHEDULE

Case Number	Claimant Name
3308666/2024	Mrs Jackie Bulluss
3308667/2024	Mrs Lyndsey Dunning
3308668/2024	Mr Robby Elson
3308669/2024	Mr Neil Giddens
3308670/2024	Mrs Helen Illingworth
3308671/2024	Mrs Lisa Leigh
3308672/2024	Mrs Laura Mines
3308673/2024	Ms Claire Nelhams
3308674/2024	Mrs Rosie Parker
3308675/2024	Ms Emma Roberts
3308676/2024	Mrs Karena Ramchard
3308677/2024	Mrs Kelly Rawling
3308678/2024	Mrs Kelly Robinson
3308679/2024	Ms Samantha Whalley
3308707/2024	Mrs Karena Ramchand
3308708/2024	Julie Bowlt
3308709/2024	Jackie Bulluss
3308710/2024	Hannah Cooper
3308711/2024	Mrs Lyndsay Dunning
3308712/2024	Robby Elson
3308713/2024	Neil Giddens
3308714/2024	Helen Illingworth
3308715/2024	Kelly Robinson
3308716/2024	Lisa Leigh
3308717/2024	Kelly Rawlings
3308718/2024	Emma Roberts
3308719/2024	Samantha Whalley
3308720/2024	Darren Clark
3308721/2024	Maha Alramahi
3308781/2024	Mrs Helen Chalmers