



# EMPLOYMENT TRIBUNALS

**Claimants:**

- Ms N Dean (1)
- Mr A Ortega Avila (2)
- Mr D Bingham (3)
- Mr J Hobson (4)
- Ms J Godfrey (5)
- Mr J Mann (6)
- Ms K Foreman (7)
- Ms K Jones (8)
- Ms L Goodman (9)
- Ms L Glass (10)
- Ms L Warner (11)
- Ms S Reynolds (12)
- Ms S Iftekhar (13)
- Ms C Hepple (14)
- Ms J Fletcher (15)
- Ms S Clegg (16)

**Respondent:** Adviza Partnership (in administration)

## JUDGMENT (Rule 22)

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 Ocean House, Bracknell and who were dismissed as redundant on or after 25 September 2024 that the employer pay remuneration for the protected period which begins on 25 September 2024 and is for a period of 90 days. The Recoupment Regulations apply.

Approved by Employment Judge Anstis  
1 August 2025

JUDGMENT SENT TO THE PARTIES ON

....18 August 2025

.....  
FOR THE TRIBUNAL OFFICE

**Case Numbers: 3300084-3300099/2025**

<b>Case Number</b>	<b>Claimant Name</b>
3300084/2025	Ms Nicola Dean
3300085/2025	Mr Antonio David Ortega Avila
3300086/2025	Mr David Bingham
3300087/2025	Mr James Hobson
3300088/2025	Ms Janet Godfrey
3300089/2025	Mr Jaskirat Mann
3300090/2025	Ms Katie Foreman
3300091/2025	Ms Kelly Jones
3300092/2025	Ms Lisa Goodman
3300093/2025	Ms Lorna Glass
3300094/2025	Ms Lucy Warner
3300095/2025	Ms Sandra Reynolds
3300096/2025	Ms Sumera Iftekhar
3300097/2025	Ms Catherine Hepple
3300098/2025	Ms Julia Fletcher
3300099/2025	Ms Sarah Clegg