



EMPLOYMENT TRIBUNALS

Claimants: (1) C Dickinson
(2) E Cousins
(3) D Reynolds

First Respondent: RLH Associates Limited

Second Respondent: Rapid Commercial Solutions Limited

Third Respondent: Richard Lloyd-Hughes

Rule 95 party: Secretary of State for Business and Trade

Heard at: Newcastle (by CVP) **On:** 28 January 2026

Before: Employment Judge Childe

REPRESENTATION:

Claimants:	In person
First Respondent:	No attendance
Second and Third Respondents:	Mr Richard Lloyd Hughes (Managing Director)

Case Numbers: 2500547/2025 2500548/2025 2500551/2025

JUDGMENT

1. The second respondent shall pay compensation to:
 - a. The first claimant of **£10,743.57** made up as follows:
 - i. A redundancy payment of £4,314.00.
 - ii. £1,892.07 in respect of holidays accrued but not taken.
 - iii. £1,655.38 for notice pay.
 - iv. £1,770.71, in relation to pension contributions.
 - v. A compensatory award of £1,111.41.
 - b. The second claimant of **£14,194.83** made up as follows:
 - i. A redundancy payment of £5,033.00.
 - ii. £727.14 in respect of holidays accrued but not taken.
 - iii. £2,661.73 for notice pay.
 - iv. A compensatory award of £1,017.99.
 - v. £1,754.94, in relation to pension contributions.
 - vi. £3,000, in relation to wages that were unlawfully deducted from the second claimant's pay.
 - c. The third claimant of **£13,879.37** made up as follows:
 - i. A redundancy payment of £4,188.45.
 - ii. £2,650.01 for notice pay.
 - iii. A compensatory award of £7,040.91 made up of:
 1. £15.00 travel expenses.
 2. £102.00 childcare costs.
 3. £2,393.40 loss of wages between dismissal and the third claimant starting work in her new role.
 4. £4,530.51 difference in earnings between the third claimant's old role and her new role between February 2025 and January 2026.
2. The figures in 1.a, 1.b, 1.c.i, 1.c.ii, 1.c.iii.1 and 1.c.iii.2 were agreed by the second respondent and the first, second and third claimant respectively.
3. The figures at 1.c.iii.3 and 1.c.iii.4 were not agreed by the parties and I awarded these sums for the reasons I gave at the time.

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**Approved by:
Employment Judge Childe
28 January 2026**

Note

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

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Judgments (apart from judgments under rule 51) 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.