



EMPLOYMENT TRIBUNALS

Claimant: Miss C Lowe & others

Respondent: Talent84 Ltd (In Voluntary Liquidation)

JUDGMENT

1. The claimants' claims that the respondent failed to comply with the requirements of section 188 Trade Union and Labour (Consolidation) Act 1992 are all well-founded.
2. A protective award under section 189(3) Trade Union and Labour (Consolidation) Act 1992 is made in respect of the named lead claimant (Miss C Lowe) and all the other claimants in the schedule attached to this judgment.
3. The protected period for each claimant as defined in section 189(4) Trade Union and Labour (Consolidation) Act 1992 is for a period of 90 days beginning on 11 April 2025.
4. The Employment Protection (Recoupment of Jobseeker's Allowance and Income Support) Regulations 1996 apply to these awards.
5. The claimants' application to amend the identity of the respondent from Talnt84 Ltd to Talent84 Ltd is granted.

Approved by
Employment Judge Loy
31 July 2026

Public access to employment tribunal decisions

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.

	<u>Multiple Schedule</u>
<u>Multiple:</u>	<u>2500577 - Talnt84 Ltd (In Administration)</u>
<u>Case Number</u>	<u>Case Name</u>
<u>2500993/2025</u>	<u>Miss Cassie Lowe -v- Talent84 Ltd (In Voluntary Liquidation)</u>
<u>2500994/2025</u>	<u>Mr Adam Knox -v- Talent84 Ltd (In Voluntary Liquidation)</u>
<u>2500995/2025</u>	<u>Miss Alexandra Wood -v- Talent84 Ltd (In Voluntary Liquidation)</u>
<u>2500996/2025</u>	<u>Miss Alison Thew -v- Talent84 Ltd (In Voluntary Liquidation)</u>
<u>2500997/2025</u>	<u>Miss Daisy Moore -v- Talent84 Ltd (In Voluntary Liquidation)</u>
<u>2500998/2025</u>	<u>Mr Elvis Aghatise -v- Talent84 Ltd (In Voluntary Liquidation)</u>
<u>2500999/2025</u>	<u>Miss Emma Blackett -v- Talent84 Ltd (In Voluntary Liquidation)</u>
<u>2501000/2025</u>	<u>Miss Fay Stoker -v- Talent84 Ltd (In Voluntary Liquidation)</u>
<u>2501001/2025</u>	<u>Mr Janis Garkalns -v- Talent84 Ltd (In Voluntary Liquidation)</u>
<u>2501002/2025</u>	<u>Ms Julia Oxley Davies -v- Talent84 Ltd (In Voluntary Liquidation)</u>
<u>2501003/2025</u>	<u>Miss Julie Mignonelli -v- Talent84 Ltd (In Voluntary Liquidation)</u>
<u>2501004/2025</u>	<u>Miss Lily Hart -v- Talent84 Ltd (In Voluntary Liquidation)</u>
<u>2501005/2025</u>	<u>Mrs Michaela Dryden (nee Robertson) -v- Talent84 Ltd (In Voluntary Liquidation)</u>
<u>2501006/2025</u>	<u>Miss Olivia Davies -v- Talent84 Ltd (In Voluntary Liquidation)</u>
<u>2501007/2025</u>	<u>Mr Peter Lowe -v- Talent84 Ltd (In Voluntary Liquidation)</u>
<u>2501008/2025</u>	<u>Mrs Rachel Dougherty -v- Talent84 Ltd (In Voluntary Liquidation)</u>
<u>2501009/2025</u>	<u>Miss Sarah Garner -v- Talent84 Ltd (In Voluntary Liquidation)</u>
<u>2501010/2025</u>	<u>Mr Shaun Kyle -v- Talent84 Ltd (In Voluntary Liquidation)</u>
<u>2501011/2025</u>	<u>Miss Stephanie Brown -v- Talent84 Ltd (In Voluntary Liquidation)</u>