



EMPLOYMENT TRIBUNALS

Claimants: 1. G Sherrin 2. I Kayabasi 3. P Sheppard 4. M Shaw 5. E Bulley
6. N Dolling 7. S Cashin 8. P Back 9. K Smith 10. K Crawford
11. J Kaminska 12. A Oliver

Respondent: BLLHoldings Limited

Heard at: London (South) (in public; by CVP) **On:** 4 March 2026

Before: Employment Judge Fredericks-Bowyer

Appearances

For the 1st-5th, 8th, 10th, 11th claimants: In Person
For the 6th, 7th, 9th claimants: No attendance
For the respondent: No attendance

JUDGMENT

RULE 22 EMPLOYMENT TRIBUNAL PROCEDURE RULES 2024

Upon the respondent failing to present a response,

And upon the claims in this judgment being consolidated under the consolidated number above,

And upon each claimant providing evidence to enable findings about the sums owed,

JUDGMENT is entered on 4 March 2026 for each claimant (including their original claim number) below

AND it is ORDERED that the sums set out below are paid by the respondent to the employee:

1. G Sherrin (6021019/2024)

1.1. The date of termination was 9 July 2024.

1.2. The claimant is owed a redundancy payment in the sum of £21,000.

1.3. The claimant is owed notice pay in the sum of £49,290.

1.4. The total due to the 1st claimant is £70,200.

2. I Kayabasi (6008370/2025)

2.1. The date of termination was 26 February 2025.

2.2. The claimant is owed a redundancy payment in the sum of £18,200.

2.3. The claimant is owed notice pay in the sum of £10,559.07.

2.4. The respondent made an unlawful deduction to the claimant's wages in February 2025 and the claimant is owed the sum of £3,813.

2.5. The claimant is owed £763.34 for accrued but untaken annual leave.

2.6. The total due to the 2nd claimant is £33,335.41.

3. P Sheppard (6008493/2025)

3.1. The date of termination was 14 February 2025.

3.2. The claimant is owed a redundancy payment in the sum of £13,608.

3.3. The claimant is owed notice pay in the sum of £5,603.64.

3.4. The respondent made an unlawful deduction to the claimant's wages in February 2025 and the claimant is owed the sum of £1,134.

3.5. The claimant is owed £340.82 for accrued but untaken annual leave.

3.6. The total due to the 3rd claimant is £20,686.46.

4. M Shaw (6010604/2025)

4.1. The date of termination was 7 October 2024.

4.2. The claimant is owed a redundancy payment in the sum of £11,750.

4.3. The claimant is owed notice pay in the sum of £4,800.

4.4. The respondent made an unlawful deduction to the claimant's wages in February 2025 and the claimant is owed the sum of £4,800.

4.5. The total due to the 4th claimant is £21,350.

5. E Bulley (6021081/2024)

5.1. The date of termination was 9 July 2024.

5.2. The claimant is owed a redundancy payment in the sum of £10,076.89.

5.3. The total due to the 5th claimant is £10,076.89.

6. N Dolly (6008322/2025)

- 6.1. The date of termination was 26 February 2025.
- 6.2. The claimant is owed a redundancy payment in the sum of £14,903.75.
- 6.3. The claimant is owed notice pay in the sum of £7,153.80.
- 6.4. The respondent made an unlawful deduction to the claimant's wages in February 2025 and the claimant is owed the sum of £2,583.33.
- 6.5. The claimant is owed £517.77 for accrued but untaken annual leave.
- 6.6. **The total due to the 6th claimant is £25,158.65.**

7. S Cashin (6008894/2025)

- 7.1. The date of termination was 26 February 2025.
- 7.2. The claimant is owed a redundancy payment in the sum of £15,522.24.
- 7.3. The claimant is owed notice pay in the sum of £6,535.68.
- 7.4. The respondent made an unlawful deduction to the claimant's wages in February 2025 and the claimant is owed the sum of £1,089.28.
- 7.5. The claimant is owed £458.46 for accrued but untaken annual leave.
- 7.6. **The total due to the 7th claimant is £23,605.66.**

8. P Back (6009385/2025)

- 8.1. The date of termination was 26 February 2025.
- 8.2. The claimant is owed a redundancy payment in the sum of £13,920.
- 8.3. The claimant is owed notice pay in the sum of £6,249.
- 8.4. The respondent made an unlawful deduction to the claimant's wages in February 2025 and the claimant is owed the sum of £961.38.
- 8.5. The claimant is owed £404.79 for accrued but untaken annual leave.
- 8.6. **The total due to the 8th claimant is £21,535.17.**

9. K Smith (6011868/2025)

- 9.1. The date of termination was 26 February 2025.
- 9.2. The claimant is owed a redundancy payment in the sum of £14,000.

9.3. The claimant is owed notice pay in the sum of £6,000.

9.4. The respondent made an unlawful deduction to the claimant's wages in February 2025 and the claimant is owed the sum of £1,800.

9.5. The claimant is owed £400 for accrued but untaken annual leave.

9.6. The total due to the 1st claimant is £22,200.

10. K Crawford (6011483/2025)

10.1. The date of termination was 26 February 2025.

10.2. The claimant is owed a redundancy payment in the sum of £16,454.76.

10.3. The claimant is owed notice pay in the sum of £7,488.

10.4. The respondent made an unlawful deduction to the claimant's wages in February 2025 and the claimant is owed the sum of £2,187.36.

10.5. The claimant is owed £501.26 for accrued but untaken annual leave.

10.6. The total due to the 10th claimant is £26,631.38.

11. K Kaminska (6011680/2025)

11.1. The date of termination was 26 February 2025.

11.2. The claimant is owed a redundancy payment in the sum of £6,000.02.

11.3. The claimant is owed notice pay in the sum of £5,538.48.

11.4. The respondent made an unlawful deduction to the claimant's wages in February 2025 and the claimant is owed the sum of £2,000.

11.5. The claimant is owed £401.21 for accrued but untaken annual leave.

11.6. The total due to the 11th claimant is £13,939.71.

12. A Oliver (6011696/2025)

12.1. The date of termination was 26 February 2025.

12.2. The claimant is owed a redundancy payment in the sum of £14,350.

12.3. The claimant is owed notice pay in the sum of £6,923.

12.4. The respondent made an unlawful deduction to the claimant's wages in February 2025 and the claimant is owed the sum of £2,500.

12.5. The claimant is owed £501 for accrued but untaken annual leave.

12.6. The total due to the 12th claimant is £24,274.

13. **In consequence**, the total liability of the respondent under this judgment to the claimants collectively is **£312,993.33**.
14. Each claimant is responsible for their accounting to HMRC in respect of any items in this judgment paid gross and subject to tax.
15. There is an apology for the amount of time it has taken for the parties to receive this judgment.

Approved by:
Employment Judge **Fredericks-Bowyer**
Date: 4 March 2025

Sent to the parties on:
Date: 5 October 2026