



EMPLOYMENT TRIBUNALS

Claimants:

1. Mrs E Bratby & others (see attached schedule)
2. Mr T Shepherd & others (see attached schedule)
3. Mrs F Younis
4. Mrs S Arif

Respondent: H.P.A.S Limited trading as Safestyle UK (in administration)

JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The claimants' complaints that the respondent failed to comply with the requirements of section 188(1) of the Trade Union and Labour Relations (Consolidation) Act 1992 as to consultation about proposed dismissals are well-founded.
2. The Tribunal makes a protective award that the respondent shall pay remuneration to each claimant for the protected period specified in paragraph 3 below.
3. The protective award is for the period of 90 days from 30 October 2023.
4. The Recoupment Regulations apply to the award.

Regional Employment Judge Robertson

Date: 8 October 2024

Schedule of Claims

1800150/2024 & 215 others – Mrs E Bratby & others

| | |
|--------------|---------------------------|
| 1800150/2024 | Mrs Emily Bratby |
| 1800158/2024 | Mr Stephen Abbott |
| 1800159/2024 | Mr Ali Akbar |
| 1800160/2024 | Mr Kamran Akhtar |
| 1800161/2024 | Mr Mohammed Akhtar |
| 1800162/2024 | Ms Sofina Akhtar |
| 1800163/2024 | Mr Aqib Ali |
| 1800164/2024 | Mr Ismail Ali |
| 1800165/2024 | Mr Khizer Ali |
| 1800166/2024 | Mr Rahat Ali |
| 1800167/2024 | Mr Rohmot Ali |
| 1800168/2024 | Ms Saba Ali |
| 1800169/2024 | Mr Sheid Ali |
| 1800170/2024 | Mr Mohammed Anjam |
| 1800171/2024 | Mr Graham Archer |
| 1800172/2024 | Ms Lisa Armitage |
| 1800173/2024 | Mr Niall Armitage |
| 1800174/2024 | Ms Jaime Ascough |
| 1800175/2024 | Mr Antony Ayers |
| 1800176/2024 | Mr Zahid Aziz |
| 1800177/2024 | Ms Claire Balicki |
| 1800178/2024 | Mr Lee Barker |
| 1800179/2024 | Mr Benjamin Barnes-Martin |
| 1800180/2024 | Mr Adam Barraclough |
| 1800181/2024 | Ms Glenda Barrow |
| 1800182/2024 | Mr Aqib Bashir |
| 1800183/2024 | Mr Edris Bashir |
| 1800184/2024 | Mr Mohammed Bashir |
| 1800185/2024 | Ms Jessica Beaumont |
| 1800186/2024 | Ms Rehana Begum |
| 1800187/2024 | Ms Lindsey Benson |
| 1800188/2024 | Ms Alyssa Bentley |
| 1800189/2024 | Ms Zakiha Bibi |
| 1800191/2024 | Mr Martin Brett |
| 1800192/2024 | Ms Jessica Brierley |
| 1800193/2024 | Mr Jordan Brown |
| 1800194/2024 | Mr Paul Burrows |
| 1800195/2024 | Ms Ann Carroll |

**Case No. 1800150/2024 & others
1800609/2024 & others
1807777/2023
1807886/2023**

| | |
|--------------|------------------------|
| 1800196/2024 | Ms Chloe Cave |
| 1800197/2024 | Mr Steve Caves |
| 1800198/2024 | Mr Ranjit Chahal |
| 1800199/2024 | Ms Samantha Chitty |
| 1800200/2024 | Mr Majid Choudhry |
| 1800201/2024 | Mr Abdullah Chunara |
| 1800202/2024 | Mr Daniel Clarke |
| 1800203/2024 | Mr Darren Clarke |
| 1800204/2024 | Mr Aaron Clarke-Bower |
| 1800205/2024 | Mr Daniel Cooper-Smart |
| 1800206/2024 | Ms Holly Cowper |
| 1800207/2024 | Mr Jonathon Crofts |
| 1800208/2024 | Mr Carl Crowther |
| 1800209/2024 | Ms Lyndsey Cullearn |
| 1800210/2024 | Ms Lynn Day |
| 1800211/2024 | Mr Edward Devanney |
| 1800212/2024 | Ms Melanie Dixon |
| 1800213/2024 | Mr Christopher Dunn |
| 1800214/2024 | Mr Sameer Esmail |
| 1800215/2024 | Mr Zubair Fakir |
| 1800216/2024 | Ms Bethany Farrington |
| 1800217/2024 | Ms Hayley Fennelly |
| 1800218/2024 | Mr Kieran Fennelly |
| 1800219/2024 | Ms Natasha Fenton |
| 1800220/2024 | Mr Mohammed Fiaz |
| 1800221/2024 | Mr Jordan Fry |
| 1800222/2024 | Mr Shahid Ghani |
| 1800223/2024 | Mr Andrew Godsman |
| 1800224/2024 | Mr Richard Gordon |
| 1800225/2024 | Ms Lisa Gorman |
| 1800226/2024 | Ms Fiona Gration |
| 1800227/2024 | Ms Nicola Gration |
| 1800228/2024 | Ms Susan Green |
| 1800229/2024 | Ms Catherin Hackney |
| 1800230/2024 | Mr Abdul Hakimy |
| 1800231/2024 | Mr John Hall |
| 1800232/2024 | Ms Claire Harker |
| 1800233/2024 | Mr Michael Harrington |
| 1800234/2024 | Ms Georgina Harrison |
| 1800235/2024 | Mr Mohammed Hassan |
| 1800236/2024 | Ms Natalie Hellowell |
| 1800237/2024 | Ms Gemma Hindle |
| 1800238/2024 | Ms Isobel Hindle |

**Case No. 1800150/2024 & others
1800609/2024 & others
1807777/2023
1807886/2023**

| | |
|--------------|-------------------------|
| 1800239/2024 | Ms Tracy Hindle |
| 1800240/2024 | Mr James Holdsworth |
| 1800241/2024 | Mr Thomas Holsgrove |
| 1800242/2024 | Ms Halima Hoque |
| 1800243/2024 | Mr Asim Hussain |
| 1800244/2024 | Mr Dhanyaal Hussain |
| 1800245/2024 | Mr Imran Hussain |
| 1800246/2024 | Mr Junaid Hussain |
| 1800247/2024 | Mr Wajid Hussain |
| 1800248/2024 | Mr Zain Hussain |
| 1800249/2024 | Ms Ambrose Ibongo |
| 1800250/2024 | Ms Nafisa Ibrahim |
| 1800251/2024 | Mr Gregory Ingham |
| 1800252/2024 | Mr Hassan Iqbal |
| 1800253/2024 | Mr Iftikhar Iqbal |
| 1800254/2024 | Mr Beanish Javed |
| 1800255/2024 | Mr Frederick Jenkins |
| 1800256/2024 | Mr Nigel Keys |
| 1800257/2024 | Mr Hamid Khan |
| 1800258/2024 | Mr Imran Khan |
| 1800259/2024 | Mr Irfan Khan |
| 1800260/2024 | Mr Kaiser Khan |
| 1800261/2024 | Mr Mohammed Khan |
| 1800262/2024 | Mr Mohammed Khan |
| 1800263/2024 | Ms Naheeda Khan |
| 1800264/2024 | Mr Usman Khan |
| 1800265/2024 | Mr Mohammed Imran Khan |
| 1800266/2024 | Ms Maryam Kiani |
| 1800267/2024 | Mr Andrew Kyle |
| 1800268/2024 | Mr Steven Lambert |
| 1800269/2024 | Ms Aisha Latif |
| 1800270/2024 | Ms Charlotte Lawn |
| 1800271/2024 | Ms Sarah Lightfoot |
| 1800272/2024 | Mr Richard Longbottom |
| 1800273/2024 | Ms Katie Longstaff |
| 1800274/2024 | Ms Beth Machen |
| 1800275/2024 | Mr Asif Mahmood |
| 1800276/2024 | Mr Naveed Malik |
| 1800277/2024 | Ms Michelle Marshall |
| 1800278/2024 | Mr Mohammed Maskeen |
| 1800279/2024 | Ms Chantelle Mavin |
| 1800280/2024 | Mr Mark McCormick |
| 1800281/2024 | Mr Elliot McElroy-Stead |

**Case No. 1800150/2024 & others
1800609/2024 & others
1807777/2023
1807886/2023**

| | |
|--------------|-----------------------------|
| 1800282/2024 | Mr Daniel McGann |
| 1800283/2024 | Mr Reece McIlvenny |
| 1800284/2024 | Ms Lisa Mckenzie |
| 1800285/2024 | Ms Sarah McMahon |
| 1800286/2024 | Mr John Metcalfe |
| 1800287/2024 | Mr Dilwar Miah |
| 1800288/2024 | Mr Koysor Miah |
| 1800289/2024 | Mr Callum Millican |
| 1800290/2024 | Ms Mandy Milner |
| 1800291/2024 | Ms Keeley Milnes |
| 1800292/2024 | Mr Saqib Mir |
| 1800293/2024 | Mr Asim Mirza |
| 1800294/2024 | Mr Neil Miskelly |
| 1800295/2024 | Ms Fulvanti Mistry |
| 1800296/2024 | Mr Kirtesh Mistry |
| 1800297/2024 | Mr Craig Mitchell |
| 1800298/2024 | Mr Jordon Moore |
| 1800299/2024 | Mr Craig Morgan |
| 1800300/2024 | Mr Thomas Morley |
| 1800301/2024 | Ms Kristin Morton |
| 1800302/2024 | Mr David Mundy |
| 1800303/2024 | Ms Helen Myers |
| 1800304/2024 | Ms Sofia Needham |
| 1800305/2024 | Mr Michael Ngozi Isoh |
| 1800306/2024 | Ms Melanie Nicholson |
| 1800307/2024 | Ms Natasha O'Grady |
| 1800308/2024 | Ms Adele Opie |
| 1800309/2024 | Mr Darren Owens |
| 1800310/2024 | Mr Nabeel Parvez |
| 1800311/2024 | Mr Adam Pawson |
| 1800312/2024 | Ms Adele Payton |
| 1800313/2024 | Ms Nicola Pemberton |
| 1800314/2024 | Ms Calysta Pemberton-Briggs |
| 1800315/2024 | Ms Betsy Poll |
| 1800316/2024 | Ms Stacey Power |
| 1800317/2024 | Mr Mohammed Rafiq |
| 1800318/2024 | Ms Kirsty Ramsden |
| 1800319/2024 | Mr Mohammad Rashad |
| 1800320/2024 | Ms Amy Regan |
| 1800321/2024 | Mr Karl Reynolds |
| 1800322/2024 | Ms Sarah Roberts |
| 1800323/2024 | Mr Timothy Roberts |
| 1800324/2024 | Miss Jaime Robertson |

**Case No. 1800150/2024 & others
1800609/2024 & others
1807777/2023
1807886/2023**

| | |
|--------------|----------------------------|
| 1800325/2024 | Ms Emma Robinson |
| 1800326/2024 | Mr Michael Roots |
| 1800327/2024 | Mr Dom Ross |
| 1800328/2024 | Ms Tina Rowe |
| 1800329/2024 | Ms Eliza Rushworth |
| 1800330/2024 | Mr Sean Rushworth |
| 1800331/2024 | Ms Tracy Rushworth |
| 1800332/2024 | Ms Emerlech Samuels |
| 1800333/2024 | Ms Jo-Anne Savant |
| 1800334/2024 | Mr Dale Saxton |
| 1800335/2024 | Mr Jake Scaife |
| 1800336/2024 | Mr Jamil Shamroz |
| 1800337/2024 | Mr Richard Short |
| 1800338/2024 | Mr David Singh |
| 1800339/2024 | Mr Harpal Singh |
| 1800340/2024 | Ms Beverley Smith |
| 1800341/2024 | Mr Paul Smith |
| 1800342/2024 | Mr Richard Stoate |
| 1800343/2024 | Ms Hannah Stringer |
| 1800344/2024 | Mr Mohammed Suhail Osman |
| 1800345/2024 | Mr Paul Sutcliffe |
| 1800346/2024 | Ms Samantha Swales |
| 1800347/2024 | Mr Philip Taylor |
| 1800348/2024 | Mr Richard Taylor |
| 1800349/2024 | Ms Lesley Tempest-Mitchell |
| 1800350/2024 | Ms Clare Temprell |
| 1800351/2024 | Ms April Thewlis |
| 1800352/2024 | Ms Helen Thompkins |
| 1800353/2024 | Ms Charlotte Thompson |
| 1800354/2024 | Mr Gary Thompson |
| 1800355/2024 | Ms Laura Thompson |
| 1800356/2024 | Mr Leon Vickers |
| 1800357/2024 | Mr Ben Walton |
| 1800358/2024 | Mr Mohammed Waqas |
| 1800359/2024 | Mr Curtis Warner |
| 1800360/2024 | Mr Darren Watmuff |
| 1800361/2024 | Mr Richard Watterson |
| 1800362/2024 | Mr Christopher Weaver |
| 1800363/2024 | Ms Laura Weller |
| 1800364/2024 | Ms Rebecca Wheatley |
| 1800365/2024 | Ms Leanne White |
| 1800366/2024 | Ms Kayleigh Whitfield |
| 1800367/2024 | Ms Emma Williams |

**Case No. 1800150/2024 & others
1800609/2024 & others
1807777/2023
1807886/2023**

| | |
|--------------|---------------------|
| 1800368/2024 | Mr Marc Wilson |
| 1800369/2024 | Ms Tennille Wilson |
| 1800370/2024 | Ms Joanna Witney |
| 1800371/2024 | Ms Natasha Woodhead |
| 1800372/2024 | Ms Hanna Yaqub |
| 1800373/2024 | Mr Mohammad Yasin |

1800609/2024 & 45 others – Mr T Shepherd & others

| | |
|--------------|-------------------------|
| 1800609/2024 | Mr Terry Shepherd |
| 1800610/2024 | Mr Terry shepherd |
| 1800611/2024 | Mr Peter Mansell |
| 1800612/2024 | Mr Reece Southgate |
| 1800613/2024 | Mr Michael Williams |
| 1800614/2024 | Miss Katherine Ashton |
| 1800615/2024 | Mr James Newbon |
| 1800616/2024 | Miss Sophie Eklid |
| 1800617/2024 | Miss Jemma Davies |
| 1800618/2024 | Mr Lee Jackson |
| 1800619/2024 | Miss Delise Bryan |
| 1800620/2024 | Mr Adam Smith |
| 1800621/2024 | Mr Christopher Tingle |
| 1800622/2024 | Mr Sean England |
| 1800623/2024 | Mr John Henderson |
| 1800624/2024 | Mr Alex Russell |
| 1800625/2024 | Miss Kelsea Webster |
| 1800626/2024 | Mr Kyle Dunn |
| 1800627/2024 | Mr Paul Willett |
| 1800628/2024 | Mrs Davina Hudson |
| 1800629/2024 | Mr Mohammed Sajid Khan |
| 1800630/2024 | Mr Antony Ayers |
| 1800631/2024 | Mrs Beverley Smith |
| 1800632/2024 | Mr Mohammed zohib Anjam |
| 1800633/2024 | Miss Aimee Lewin |
| 1800634/2024 | Miss Iqra Adnan Adnan |
| 1800635/2024 | Mr Hassan Iqbal |
| 1800636/2024 | Mr Gary Dunn |
| 1800637/2024 | Miss Emerlech Samuels |
| 1800638/2024 | Mr Rohmot Ali |
| 1800639/2024 | Miss Sofia Needham |
| 1800640/2024 | Mr Zain Hussain |

**Case No. 1800150/2024 & others
1800609/2024 & others
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| | |
|--------------|------------------------|
| 1800641/2024 | Mr Sameer Esmail |
| 1800642/2024 | Mr Mohammad Nuruzzaman |
| 1800643/2024 | Mr Junaid Hassan |
| 1800644/2024 | Miss Charlotte Lawn |
| 1800645/2024 | Mr Peter Brooks |
| 1800646/2024 | Mr John Hall |
| 1800647/2024 | Miss Megan Dean |
| 1800648/2024 | Miss Maryam Kiani |
| 1800649/2024 | Miss Michelle Marshall |
| 1800650/2024 | Miss Sam Chitty |
| 1800651/2024 | Miss Brooke Taylor |
| 1800652/2024 | Mr Mark Walsh |
| 1800653/2024 | Mr Gary Johnson |
| 1800654/2024 | Ms Karolina Plonka |