



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs B Kelleher and others (see attached schedule)

**Respondent:** Real Places Limited (in Creditors Voluntary Liquidation)

## JUDGMENT

### Employment Tribunals Rules of Procedure 2013- Rule 21

1. The claim was issued in the London South Employment Tribunal on 4 January 2024. The respondent has failed to present a valid response on time. The Employment Judge has decided that determination can properly be made of the claim, or part of it, in accordance with rule 21 of the Rules of Procedure.
2. The Claimants' complaints under section 189 of the Trade Union and Labour Relations (Consolidation) Act 1992 of a failure by the respondent to comply with the requirements of section 188 of the 1992 Act is well founded.
3. The Tribunal orders the respondent by way of protective award to pay to all employees listed in the attached schedule, who were dismissed by reason of redundancy on or after 4 October 2023, remuneration for the protected period which begins on 4 October 2023 and is for a period of 90 days.
4. The Recoupment Regulations apply.

Employment Judge Rea  
Date: 12 November 2024

Judgment sent to the parties on  
Date: 12 November 2024

**Note**

Written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

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Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

## Multiple Schedule

**Multiple: 2300612 - Real Places Limited (in Creditors Voluntary Liquidation)**

<b>Case Number</b>	<b>Claimant</b>
2301022/2024	Mrs Billie Kelleher 66 Wake Way Northampton NN4 5BF
2301023/2024	Mrs Billie Kelleher 66 Wake Way Northampton NN4 5BF
2301024/2024	Mr Martin Roberts 11 Leith Park Road Gravesend DA12 1LN
2301025/2024	Mr Barry Ball 6 Harridge Road Leigh on Sea SS9 4HA
2301026/2024	Mr Philip Delafosse 73 Cold Blow Crescent Bexley DA5 2DR
2301027/2024	Miss Becky Foster East Lynn Cottage Queens Road Crowborough TN6 1QE
2301028/2024	Mr Joe Tatham 32 Norfolk Road Tunbridge Wells TN1 1TD
2301029/2024	Mr Kyle Hooker Ilex Cottage London Road TN22 2EB
2301030/2024	Mr Toby Heasman 5 Park Farm Close Horsham RH12 5BU

2301031/2024	Mr Stuart Hamilton 21 Brinkley Road Worcester Park KT4 8JE
2301032/2024	Mr Richard Miller Fir Tree Cottage Mutton Hall Lane Heathfield TN21 8NR
2301033/2024	Mr Ben Finch 11 Chepbourne Road Bexhill on Sea TN40 1QU
2301034/2024	Mr Tyler Finch 11 Chepbourne Road Bexhill on Sea TN40 1QU
2301035/2024	Miss Laura Manser 14 Neptune way Yapton BN18 0XW
2301036/2024	Mr Oteri Maxwell 12 Ione Road Maidstone ME15 9SX
2301037/2024	Mr Richard Ware Griffolo Lodge Horsham RH12 1WR
2301038/2024	Mr Gary Curtis 8 Sovereigns Way Marden TN12 9QF
2301039/2024	Mr David Allen 40 Holly Blue Road Lancing BN15 9FS
2301040/2024	Mr Abu Harun 2 The Hollows Crawley RH11 8BT

2301041/2024	Mr Nigel Ward 13 Old Park Mews Hounslow TW5 0QD
2301042/2024	Mr Mathew Hollands 1 Twineham Road Eastbourne BN21 2TR
2301043/2024	Mr Graeme Syme 20 Oliver Close London W4 3RL
2301044/2024	Mr Craig Gallie 23 Southwood Avenue Tunbridge Wells TN4 9PN
2301045/2024	Mr Scott Livall Abbey Cottage The Hendra Monmouth NP25 5HJ
2301046/2024	Mr Nicolae Bogdan Pustianu 94 Granville Avenue Feltham TW13 4JN
2301047/2024	Mr Yaseen Pathan 119 South Esk Road Newham, London E7 8HE
2301048/2024	Miss Amy Sheppard 23 Southlands Avenue Surrey RH6 8BS
2301049/2024	Mrs Sue Price 8 Kingston Lodge New Malden KT3 3PN
2301050/2024	Mr Sean Page 141 Eastcourt Lane Gillingham ME8 6HN

2301051/2024	Ms Victoria Smith Flat 21 Avalon House North Street Nailsea BS48 4SU
2301052/2024	Mr Melyvn Skilton 20 Bryan Avenue South Croydon CR2 9NE
2301053/2024	Miss Caroline Driver 49 Waterside East Grinstead RH19 3XS
2301054/2024	Mr Lewis Gittins 11 Cyril West Lane Aylesford ME20 6FJ
2301055/2024	Mrs Katie Mayo 30 Kings Avenue Denton BN9 0NA
2301056/2024	Mr Blake Mackennon 367 Old Farm Avenue Kent DA15 8AA
2301057/2024	Miss Fahmeda Begum 66 Offspring Street Faversham ME13 8TN
2301058/2024	Miss Kornelija Bykovecaite Flat 65 11 Maritime Street London SE16 7FY
2301059/2024	Mr Paul Peverall 36 Bower Road Kent BR8 7SE
2301060/2024	Mr Leighton McCarthy 12 Teal Way Portishead BS207EF

2301061/2024	Mr Dhiresh Hirani 15 Leybourne Road Kingsbury NW9 9QG
2301062/2024	Mrs Susan Lewis 34 Castlefield Hartfield TN7 4JA
2301063/2024	Mr Sampson Afreh 14 Westbrook Drive Leiston IP16 4WS
2301064/2024	Mrs Victoria Croft Glenabor Peelings Lane Westham BN24 5HG
2301065/2024	Mrs Katie Bachellier 29A Glenleigh Avenue Bexhill on Sea TN39 4EG
2301066/2024	Mr Tom Strutt 213B Waller Road London SE14 4LX
2301067/2024	Mr Chris Holman 3 Valley View Close Crowborough TN6 1PW
2301068/2024	Mr Andrew Bover 22 West Common Drive Lindfield RH16 2AN
2301069/2024	Mr Alistair Chapman 18 Gatesmead Haywards Heath RH16 1SN
2301070/2024	Mr Ryan Francis 7 Margaret's Close Amesbury SP4 7XP

2301071/2024	Mr Andrew Hill 20 Bosville Drive, 7 Oaks Kent TN13 3JA
2301072/2024	Mr David Barton Meadway South View Road East Sussex TN6 1HG
2301073/2024	Mr Neil Spurway Windmill Cottage Baltonsborough BA6 8QJ
2301074/2024	Mrs Tanja Napoli 18 Palmers Grove West Molesey KT8 2EE
2301075/2024	Mr Ray Gasson 37 Cottonmill Lane St Albans AL1 2BT
2301076/2024	Mr Kendall Gregory 1 Mount Pleasant, High Street Etchingham TN19 7AJ
2301077/2024	Mr Inno Tshikwaya 4 Stanford Road London SW16 4PY
2301078/2024	Mr Jay Kearney 3 The Foundry Horsmonden TN12 8BF
2301079/2024	Mrs Saliha Sekban 46 Seymour Court Kempton Walk CR0 7XE
2301080/2024	Mr Chris Snowsill The Jayes Vicarage Road Crawley Down RH10 4JF



	Ms Alessandra Pineyro Pelegrin 9 Hatfield Road Ashtead KT21 1BH
2301081/2024	
	Miss Catherine Dixon 65A Wimbledon Park Road London SW18 5SJ
2301082/2024	
	Mr Kelton Spencer 4 Gregory Close Crawley RH10 7LB
2301083/2024	
	Mr Mark Unsworth 4 Fairway Close Eastbourn BN20 8DB
2301084/2024	
	Mr Jonathan Holton 9 Elmsdown Place Hailsham BN27 2AN
2301085/2024	
	Mr Eric Belcham 39 Meadway Staines upon Thames TW18 2PW
2301086/2024	
	Ms Angela Argyrou 2F Hamilton Road Ealing W52EQ
2301087/2024	
	Mr Will Thomas 34 Vasterne Close Purton SN5 4EZ
2301088/2024	
	Mr Chris Kemp 170 Redding Road Wokingham RG41 1LH
2301089/2024	
	Mr Mark Gjecaj 8 Lullingstone Avenue Swanley, Kent BR8 7JW
2301090/2024	

2301091/2024	Mr Daniel Banks 13 Chichester Close Crawley RH10 5HA
2301092/2024	Mrs Mia Newell 33 Downs Road Sutton SM2 5NR
2301093/2024	Mrs Wendy De Beer 4 St Christophers Close Horsham RH12 2EH
2301094/2024	Mrs Roxanne Clarke 8 Mottefield Hartfield TN7 4JF
2301095/2024	Mrs Ines Ibarrola Stable Cottage Ted Fold Stud Farm Billinghamurst RH14 9HU
2301096/2024	Mr Billy Osmaston Stable Cottage Ted Fold Stud Farm Billinghamurst RH14 9HU
2301097/2024	Miss Fay Stockdale 14 The Gate House Denne Parade RH12 1BN
2301098/2024	Ms Rita Campbell 8 Grange Way Southwater RH13 9UH
2301099/2024	Mrs Jade Dickens 6 Dornden Drive Langton Green TN3 0AB
2301100/2024	Mr Matthew Smith 154 Park Road Kingston KT2 5LP

2301101/2024	Mr Jon Coles Hiawatha Holland Crescent Oxsted RH8 9AT
2301102/2024	Mr Matthew Quick 37 Inglestone Road Wickwar GL12 8NH
2301103/2024	Mr Sarjay Patel 33 Purbrock Avenue Watford WD25 0AD
2301104/2024	Mr Peter Brooks 6 The Withys Pill Bristol BS20 0DJ
2301105/2024	Mr Ben Cox 16 Alverstone Gardens London SE9 2BZ