



EMPLOYMENT TRIBUNALS

Claimant: Steve Binks
Respondent: University of Northumbria
Heard at: Newcastle Employment Tribunal
On: 24th February 2026
Before: Employment Judge Sweeney

Appearances

For the Claimant, in person

For the Respondent, Mr T Wilkinson, counsel

JUDGMENT

1. The claimant was not continuously employed for a period of not less than two years ending with the effective date of termination and did not have the right not to be unfairly dismissed. Accordingly, the claim of unfair dismissal is dismissed.

Employment Judge Sweeney

Date: 24 February 2026

Note

Reasons for the Judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments 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.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>