



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr P Gibson

**Respondent** Costain Ltd

**Heard at:** Newcastle Employment Tribunal

**On:** 27-31 July 2026

**Before:** Employment Judge Jeram, Mr E Euers and Ms D Winter

**Representation:**

Claimant: Mr Starcevic of Counsel

Respondent: Mr J Anderson of Counsel

## JUDGMENT

1. The claimant's claims of unfair dismissal, discrimination arising in consequence of dismissal and victimisation are not well founded and are dismissed.
2. The claimant's claim for unauthorised deduction from wages and breach of contract are dismissed on withdrawal by the claimant.

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**Employment Judge Jeram**

Date: 31 July 2026

Notes

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.

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