

# Early conciliation and employment tribunal data for England Scotland and Wales April to June 2025

6 November 2025

## 1. Main points

- Open track group cases made up 48% of group cases for April to June 2025, increasing from 34% in January to March 2025.
- Open track cases accounted for the largest number of worker-led individual cases between April and June 2025, making up 39% of cases.
- Standard track cases accounted for 71% of employer-led cases for April to June 2025, down from 74% in January to March 2025.
- 68% of early conciliation notifications did not progress to employment tribunal between April and June 2025, remaining consistent from the previous quarter.
- Open track cases made up 55% of employment tribunal claim form (ET1) receipts April to June 2025, a similar proportion to January to March 2025.
- 79% of employment tribunal cases received did not go on to have a hearing in April to June 2025, up slightly from 77% in January to March 2025.

## 2. Early conciliation notifications

When a worker wants to make a claim against their employer at an employment tribunal, in most cases they must notify Acas first. Acas offers early conciliation to try to reach an agreement between the worker and employer and avoid the worker making a claim to an employment tribunal.

In some circumstances, the employer may approach Acas to help resolve a potential dispute. This can also be handled using early conciliation.

Early conciliation notifications can be made:

- by an individual against their employer
- on behalf of a group against their employer
- by an employer where a dispute concerning staff requires resolution

### Worker-led early conciliation notifications

Around 94% of all early conciliation notifications came from workers in April to June 2025. This remains consistent with the 4 previous quarters between January 2024 and March 2025.

Open track group cases made up 48% of group cases for April to June 2025. This is compared to:

- 34% of group cases in January to March 2025
- 41% in October to December 2024
- 50% in July to September 2024

Open track cases accounted for the largest number of individual cases between April to June 2025 with regards to worker-led early conciliation notification numbers, making up 39% of cases. This has increased slightly from 36% in January to March 2025, and 35% in October to December 2024 as well as July to September 2024.

Table 1a: Fast track worker-led early conciliation cases from April 2024 to June 2025

	Individual	Group
April to June 2024	6629	193
July to September 2024	6778	93
October to December 2024	6958	93
January to March 2025	7353	94
April to June 2025	7213	89
<b>Total</b>	<b>34931</b>	<b>562</b>

Table 1b: Open track worker-led early conciliation cases from April 2024 to June 2025

	Individual	Group
April to June 2024	9146	197
July to September 2024	9525	203
October to December 2024	10022	168
January to March 2025	11639	163
April to June 2025	12652	206
<b>Total</b>	<b>52984</b>	<b>937</b>

Table 1c: Standard track worker-led early conciliation cases from April 2024 to June 2025

	Individual	Group
April to June 2024	5110	84
July to September 2024	5208	73
October to December 2024	5509	51
January to March 2025	6205	73
April to June 2025	6479	72
<b>Total</b>	<b>28511</b>	<b>353</b>

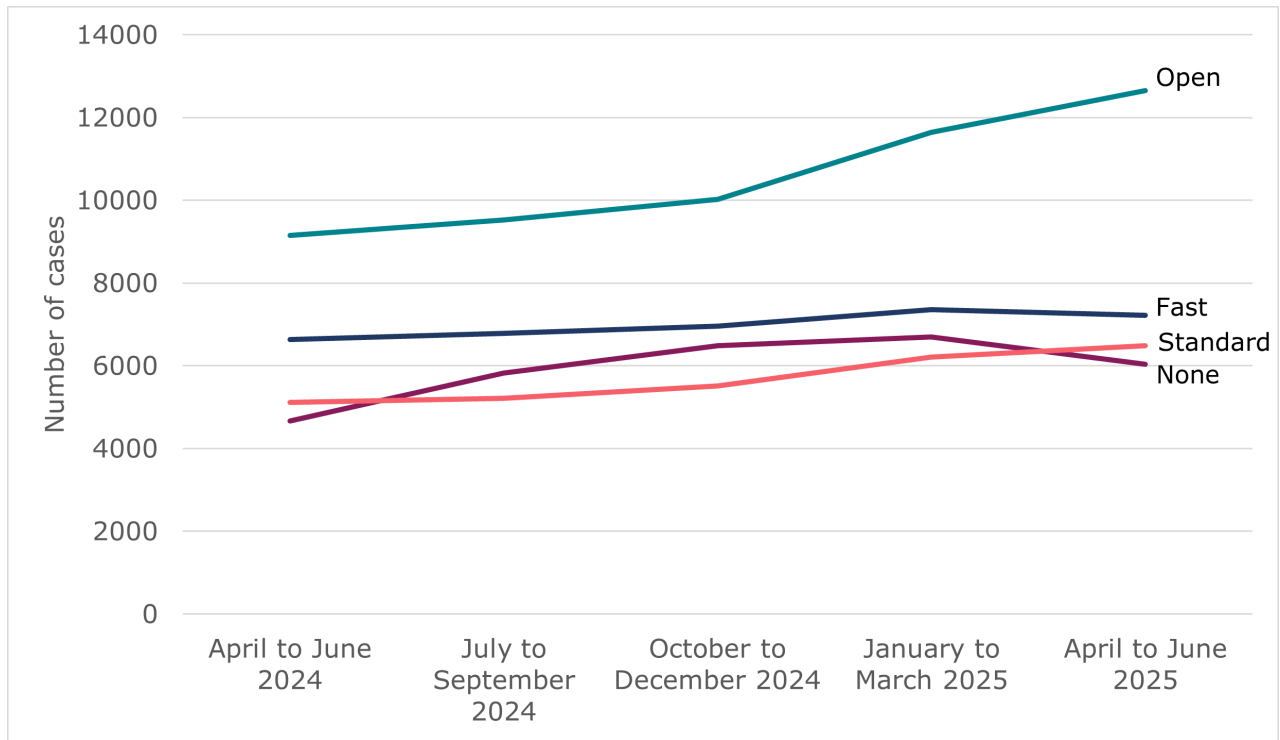
Table 1d: No assigned track worker-led early conciliation cases from April 2024 to June 2025

	Individual	Group
April to June 2024	4666	16
July to September 2024	5823	37
October to December 2024	6480	102
January to March 2025	6696	149
April to June 2025	6035	61
<b>Total</b>	<b>29700</b>	<b>365</b>

Table 1e: Total number of worker-led early conciliation cases from April 2024 to June 2025

	Individual	Group	Claimants within groups
April to June 2024	25551	490	18944
July to September 2024	27334	406	22224
October to December 2024	28969	414	33481
January to March 2025	31893	479	20229
April to June 2025	32379	428	17449
<b>Total</b>	<b>146126</b>	<b>2217</b>	<b>112327</b>

Figure 1: Worker-led individual early conciliation cases by track from April 2024 to June 2025. A visual representation of the data in tables 1a to 1d.



## Employer-led early conciliation notifications

Employer-led early conciliation notifications made up around 6% of early conciliation notifications between April and June 2025. This remains consistent with the 4 previous quarters from April 2024 to March 2025.

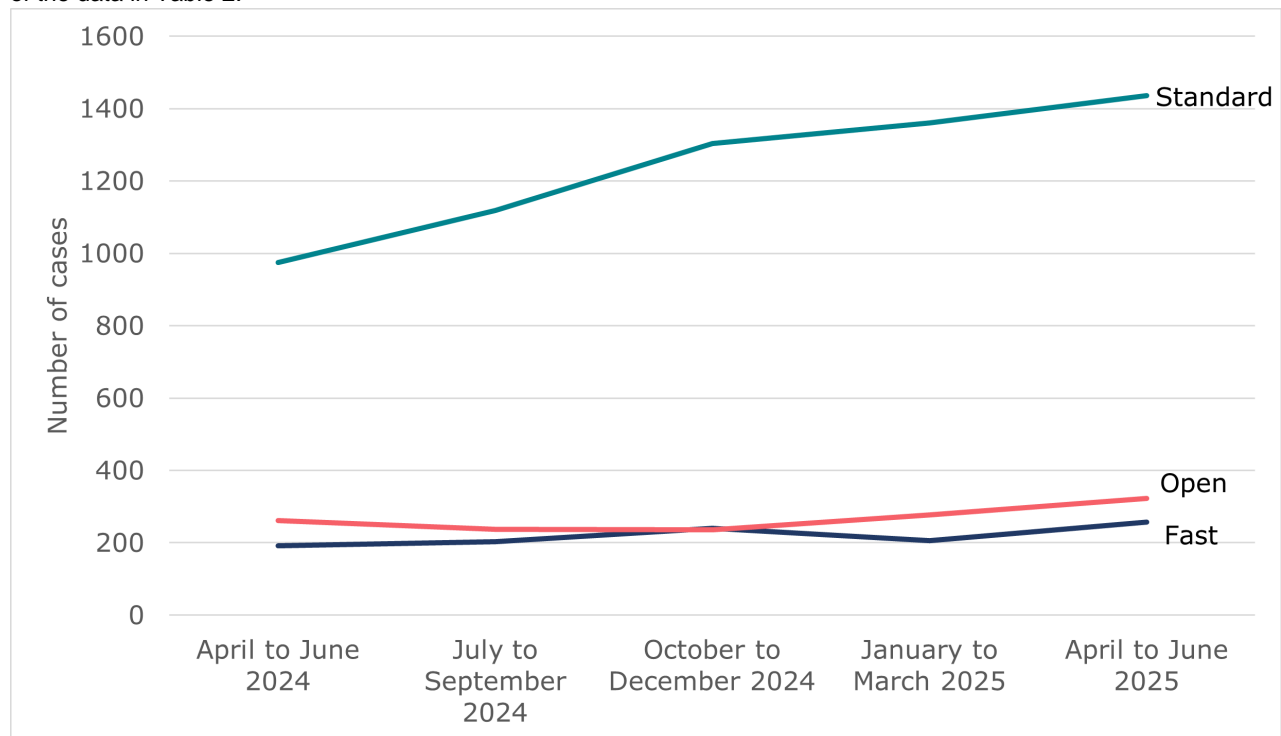
Standard track cases had the largest number of employer-led notifications between April and June 2025, continuing a trend from the 4 previous quarters. They accounted for 71% of employer-led cases for April to June 2025 compared to:

- 74% in January to March 2025
- 73% in October to December 2024
- 72% in July to September
- 68% in April to June 2024

Table 2: Employer-led individual early conciliation cases by track from April 2024 to June 2025

	Fast track	No track	Open track	Standard track	Total
<b>April to June 2024</b>	191	[suppressed]	261	975	1427
<b>July to September 2024</b>	203	[suppressed]	237	1118	1558
<b>October to December 2024</b>	240	[suppressed]	235	1304	1779
<b>January to March 2025</b>	205	[suppressed]	277	1360	1842
<b>April to June 2025</b>	257	[suppressed]	323	1436	2016
<b>Total</b>	1096	[suppressed]	1333	6193	8622

Figure 2: Employer-led individual early conciliation cases by track from April 2024 to June 2025. A visual representation of the data in Table 2.



### 3. Early conciliation notification outcomes

Some early conciliation notifications are not suitable for conciliation. And the service is not mandatory so some claimants will refuse the offer.

#### Early conciliation cases that did not progress to conciliation

Between April and June 2025, around 20% of early conciliation cases were closed without parties engaging in early conciliation. Most of these were cases with no track assigned. This made up 85% of cases in April to June 2025, down from 87% in January to March 2025, and down from 87% in the previous two quarters. These are where Acas has not been able to get in touch with the claimant to gather enough information to assign a track, so this is to be expected.

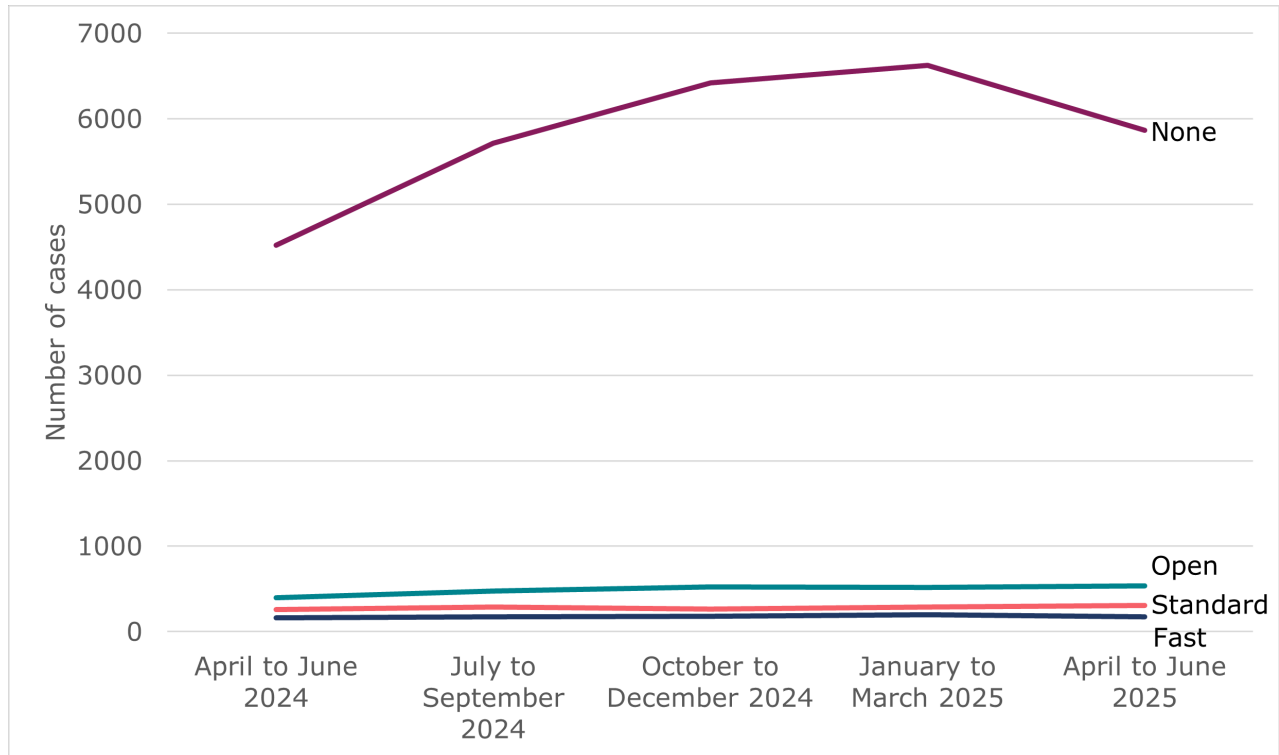
Fast track cases were the lowest proportion of the cases that did not progress to conciliation (less than 5% in each of the last 5 quarters).

Of cases with an assigned track, open track cases made up the highest proportion of cases that were not conciliated across each of the 5 quarters between April 2024 to June 2025. This was 8% between April and June 2025, increasing slightly from around 7% in each of the 4 previous quarters.

Table 3: Early conciliation notifications that have not progressed to conciliation by track along with total conciliated case numbers from April 2024 to June 2025

Track	April to June 2024	July to September 2024	October to December 2024	January to March 2025	April to June 2025	Total
Fast	164	173	181	196	174	888
None	4519	5715	6417	6625	5864	29140
Open	395	474	526	517	534	2446
Standard	259	291	267	290	304	1411
<b>Total</b>	<b>5337</b>	<b>6653</b>	<b>7391</b>	<b>7628</b>	<b>6876</b>	<b>33885</b>
<b>Total closed</b>	<b>25677</b>	<b>27341</b>	<b>29326</b>	<b>31940</b>	<b>34039</b>	<b>148323</b>
<b>Percentage of closed cases not conciliated</b>	21	24	25	24	20	Not applicable

Figure 3: Early conciliation notifications that have not progressed to conciliation by track from April 2024 to June 2025. A visual representation of the data in Table 3.



### Settlement of early conciliation cases

Due to the potential time lag between an early conciliation certificate being issued and the corresponding ET1 reaching Acas, these data cannot be accurately reported until after a period has elapsed. This means they are 1 quarter behind all the other statistics in this bulletin.

Table 4 covers early conciliation, worker-led and group cases only. It is based on outcomes of cases received in January to March 2025.

Around 68% of cases did not lead to the submission of an ET1 throughout January to March 2025. This is a similar proportion to the previous 4 periods.

Of those with an assigned track, the fast track cases were most likely not to progress to ET1 (79% between April and June 2025). The proportion of cases that did not progress to employment tribunal (ET) decreased for cases with no track assigned in January to March 2025 compared to the previous quarter (66% to 63%).

Table 4a: Fast track early conciliation notifications by outcome of cases received from April 2024 to March 2025

	Settled by Acas	ET1 avoided	Percentage that did not progress to ET
April to June 2024	1059	5672	78
July to September 2024	978	5397	79
October to December 2024	970	5748	80
January to March 2025	898	5548	79
April to June 2025	907	5568	79
<b>Total</b>	4812	27933	Not applicable

Table 4b: Open track early conciliation notifications by outcome of cases received from April 2024 to March 2025

	Settled by Acas	ET1 avoided	Percentage that did not progress to ET
April to June 2024	1341	5854	65
July to September 2024	1356	6049	65
October to December 2024	1364	6701	65
January to March 2025	1186	6367	63
April to June 2025	1464	6975	64
<b>Total</b>	6711	31946	Not applicable

Table 4c: Standard track early conciliation notifications by outcome of cases received from April 2024 to March 2025

	Settled by Acas	ET1 avoided	Percentage that did not progress to ET
April to June 2024	943	3581	69
July to September 2024	929	3683	70
October to December 2024	893	3856	70
January to March 2025	843	3840	68
April to June 2025	1041	4272	70
<b>Total</b>	4649	19232	Not applicable

Table 4d: No assigned track early conciliation notifications by outcome of cases received from April 2024 to March 2025

	Settled by Acas	ET1 avoided	Percentage that did not progress to ET
April to June 2024	[suppressed]	2980	60
July to September 2024	[suppressed]	2798	61
October to December 2024	[suppressed]	3973	65
January to March 2025	[suppressed]	4230	66
April to June 2025	[suppressed]	3930	63
<b>Total</b>	[suppressed]	17911	Not applicable

Table 4e: Total number of early conciliation notifications by outcome of cases received from April 2024 to March 2025

	Settled by Acas	ET1 avoided	Percentage that did not progress to ET
April to June 2024	3343	18087	68
July to September 2024	3263	17927	69
October to December 2024	3227	20278	69
January to March 2025	2927	19985	69

	Settled by Acas	ET1 avoided	Percentage that did not progress to ET
<b>April to June 2025</b>	3412	20745	68
<b>Total</b>	16172	97022	Not applicable

#### 4. Employment tribunal claim form (ET1) receipts

If a case is not resolved by early conciliation, the claimant can submit an ET1 form to make a claim to an employment tribunal. Conciliation can also be carried out at this stage to try to resolve the case without progressing to tribunal.

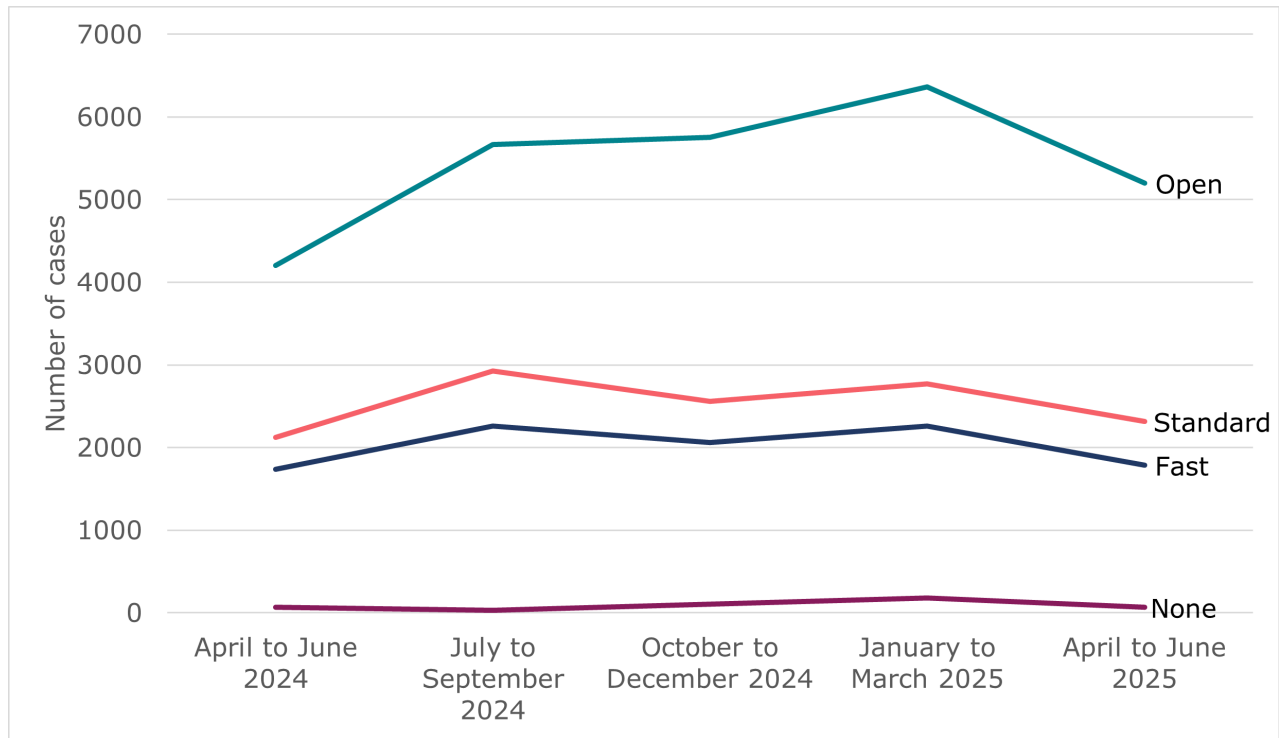
The highest level of ET1 receipts was received in open track cases. This accounted for around 55% of all ET1 receipts in April to June 2025. This is similar to January to March 2025 and October to December 2024, and up slightly from the 2 quarters prior.

The lowest proportion of ET1 receipts was received in cases with no track assigned. This accounted for less than 2% of all ET1 receipts in each of the 5 quarters between April 2024 and June 2025.

Table 5: Employment tribunal claim receipts by track from April 2024 to June 2025

	Fast	None	Open	Standard	Total
<b>April to June 2024</b>	1739	66	4200	2120	8125
<b>July to September 2024</b>	2260	32	5666	2926	10884
<b>October to December 2024</b>	2060	102	5754	2560	10476
<b>January to March 2025</b>	2256	177	6364	2771	11568
<b>April to June 2025</b>	1788	67	5201	2317	9373
<b>Total</b>	10103	444	27185	12694	50426

Figure 4: Employment tribunal claim receipts from April 2024 to June 2025. A visual representation of the data in Table 5.



## 5. Outcomes of employment tribunal claims

These data are based on cases that had an outcome within the quarters covered in this bulletin. They do not correspond to the cases that were received in Table 5.

79% of all employment tribunal cases in April to June 2025 did not progress to a tribunal hearing. This is up slightly from 77% in January to March 2025 but remains consistent with the periods across April 2024 to March 2025.

Of cases with an assigned track, open track cases were most likely to not progress to a hearing, with fast track cases most likely to progress to a hearing. Acas settled around 74% of the cases that did not progress to tribunal in April to June 2025, up slightly from 71% in January to March 2025. The remaining cases were withdrawn.

Table 6a: Fast track employment tribunal cases with outcomes reached from April 2024 to June 2025

	Settled by Acas	Withdrawn	Percentage that did not have hearing
<b>April to June 2024</b>	597	394	63
<b>July to September 2024</b>	616	399	62
<b>October to December 2024</b>	661	434	62
<b>January to March 2025</b>	758	419	61
<b>April to June 2025</b>	554	311	63
<b>Total</b>	3186	1957	Not applicable

Table 6b: Open track employment tribunal cases with outcomes reached from April 2024 to June 2025

	Settled by Acas	Withdrawn	Percentage that did not have hearing

<b>April to June 2024</b>	2236	851	86
<b>July to September 2024</b>	2173	906	84
<b>October to December 2024</b>	2780	1150	85
<b>January to March 2025</b>	2639	1059	84
<b>April to June 2025</b>	2228	758	85
<b>Total</b>	12056	4724	Not applicable

Table 6c: Standard track employment tribunal cases with outcomes reached from April 2024 to June 2025

	<b>Settled by Acas</b>	<b>Withdrawn</b>	<b>Percentage that did not have hearing</b>
<b>April to June 2024</b>	999	340	73
<b>July to September 2024</b>	1029	397	75
<b>October to December 2024</b>	1498	506	79
<b>January to March 2025</b>	1214	430	77
<b>April to June 2025</b>	1045	286	78
<b>Total</b>	5785	1959	Not applicable

Table 6d: No assigned track employment tribunal cases with outcomes reached from April 2024 to June 2025

	<b>Settled by Acas</b>	<b>Withdrawn</b>	<b>Percentage that did not have hearing</b>
<b>April to June 2024</b>	[suppressed]	[suppressed]	[suppressed]
<b>July to September 2024</b>	[suppressed]	[suppressed]	[suppressed]
<b>October to December 2024</b>	[suppressed]	[suppressed]	[suppressed]
<b>January to March 2025</b>	[suppressed]	[suppressed]	[suppressed]
<b>April to June 2025</b>	[suppressed]	[suppressed]	[suppressed]
<b>Total</b>	[suppressed]	[suppressed]	Not applicable

Table 6e: Total number of employment tribunal cases with outcomes reached from April 2024 to June 2025

	<b>Settled by Acas</b>	<b>Withdrawn</b>	<b>Percentage that did not have hearing</b>
<b>April to June 2024</b>	3832	1585	78
<b>July to September 2024</b>	3818	1702	76
<b>October to December 2024</b>	4939	2090	79
<b>January to March 2025</b>	4611	1908	77
<b>April to June 2025</b>	3827	1355	79
<b>Total</b>	21027	8640	Not applicable

## 6. Glossary

### Conciliation or conciliating

The process of negotiation when an Acas conciliator mediates between parties in an employment dispute to try and reach agreement without going to an employment tribunal.

### Conciliator

An Acas employee whose role is to mediate or conciliate between parties in an employment dispute.

### Early conciliation

Acas service introduced in April 2014. Acas offers early conciliation to try to reach an agreement between parties before a formal employment tribunal claim. The prospective claimant submits an early conciliation notification to Acas, usually online, and Acas will then offer them early conciliation.

### Early conciliation notification

Submission to Acas (usually online) required to begin conciliation.

### Employment tribunal (ET)

Court of law charged with hearing cases within employment jurisdictions, although cases with monetary value may be heard elsewhere.

### ET1

Form used by claimants to make a claim to an employment tribunal. The form is copied to Acas to allow ET1 conciliation to proceed until either the dispute is resolved, or a legal judgement is reached. It's free to submit an ET1.

### ET1 avoided

Disputes that, at the time of publication, had led to an early conciliation notification but an ET1 had not been submitted.

### Group case

Cases which have been grouped together for conciliation because they are against the same employer and relate to the same dispute. 'Claimants in groups' are the number of claimants represented by these group claims.

### Jurisdiction

Legal classification of the type of dispute a claim is made about. One case may contain more than one jurisdiction. For example, an unfair dismissal claim may also contain a claim under the Wages Act for unpaid wages. This could be changed in an employment tribunal.

### Track

How Acas loosely classes the complexity of each case, based on the jurisdictions in the ET1 form, or the suggested jurisdictions assigned to early conciliation notifications.

The 4 tracks are:

- fast track – straightforward cases mostly relating to money, such as unpaid wages
- standard track – cases that are more complicated than fast track and involve unfair dismissal or a related jurisdiction
- open track – the most legally complex cases with at least one type of discrimination or disclosure jurisdiction
- no track assigned – cases where insufficient information is available to assign indicative jurisdictions (for example, where parties cannot be contacted)

## 7. Quality

You can find more information about data quality in our:

- [methodology article](#)
- [background quality report](#)

The information covers:

- strengths in the data
- limitations of the data
- appropriate uses of the data
- how the data were created

## 8. Related links

- [Acas individual conciliation evaluation 2019](#)
- [Employment tribunal statistics on GOV.UK](#)