

Early conciliation and employment tribunal data for England Scotland and Wales January to March 2025

4 July 2025

1. Main points

- Open track group cases made up 34% of group cases in January to March 2025, decreasing from 41% in October to December 2024, 50% in July to September 2024, and 40% in April to June 2024.
- Open track cases accounted for the largest number of individual cases between January to March with regards to employee-led early conciliation notification numbers, making up 37% of cases.
- Standard track cases accounted for 74% of employer-led cases for January to March 2025; this has increased from 73% in October to December 2024, 72% in July to September, and 68% in April to June.
- 69% of early conciliation notifications did not progress to employment tribunal between October to December 2024, remaining consistent from the previous quarter.
- Open track cases made up 55% of employment tribunal claim form (ET1) receipts in January to March 2025 and October to December 2024, up slightly from around 50% across each of the 4 quarters between October 2023 and September 2024.
- 77% of employment tribunal cases received did not go on to have a hearing in January to March 2025, down slightly from 79% in October to December 2024, and up slightly from 76% in July to September 2024.

2. Early conciliation notifications

When an employee 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 employee and employer and avoid the employee 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

Employee-led early conciliation notifications

Around 95% of all early conciliation notifications came from employees across each of the 5 quarters between January 2024 and March 2025.

Open track group cases made up 34% of group cases in January to March 2025, decreasing from 41% in October to December 2024, 50% in July to September 2024, and 40% in April to June 2024.

Open track cases accounted for the largest number of individual cases between January to March with regards to employee-led early conciliation notification numbers, making up 37% of cases. This has increased slightly from 35% in October to December 2024, 35% in July to September 2024, and 36% in April to June 2024.

Table 1a: Fast track employee-led individual early conciliation cases from January 2024 to March 2025

	Individual	Group
January to March 2024	7,202	219
April to June 2024	6,629	193
July to September 2024	6,778	93
October to December 2024	6,958	93
January to March 2025	7,353	94
Total	34,920	692

Table 1b: Open track employee-led early conciliation cases from January 2024 to March 2025

	Individual	Group
January to March 2024	9,490	309
April to June 2024	9146	107
July to September 2024	9,525	203
October to December 2024	10,022	168
January to March 2025	11,639	163
Total	49,822	1,040

Table 1c: Standard track employee-led early conciliation cases from January 2024 to March 2025

	Individual	Group
January to March 2024	5,420	84
April to June 2024	5,110	84
July to September 2024	5,208	73
October to December 2024	5,509	51
January to March 2025	6,205	73
Total	27,352	365

Table 1d: No assigned track employee-led early conciliation cases from January 2024 to March 2025

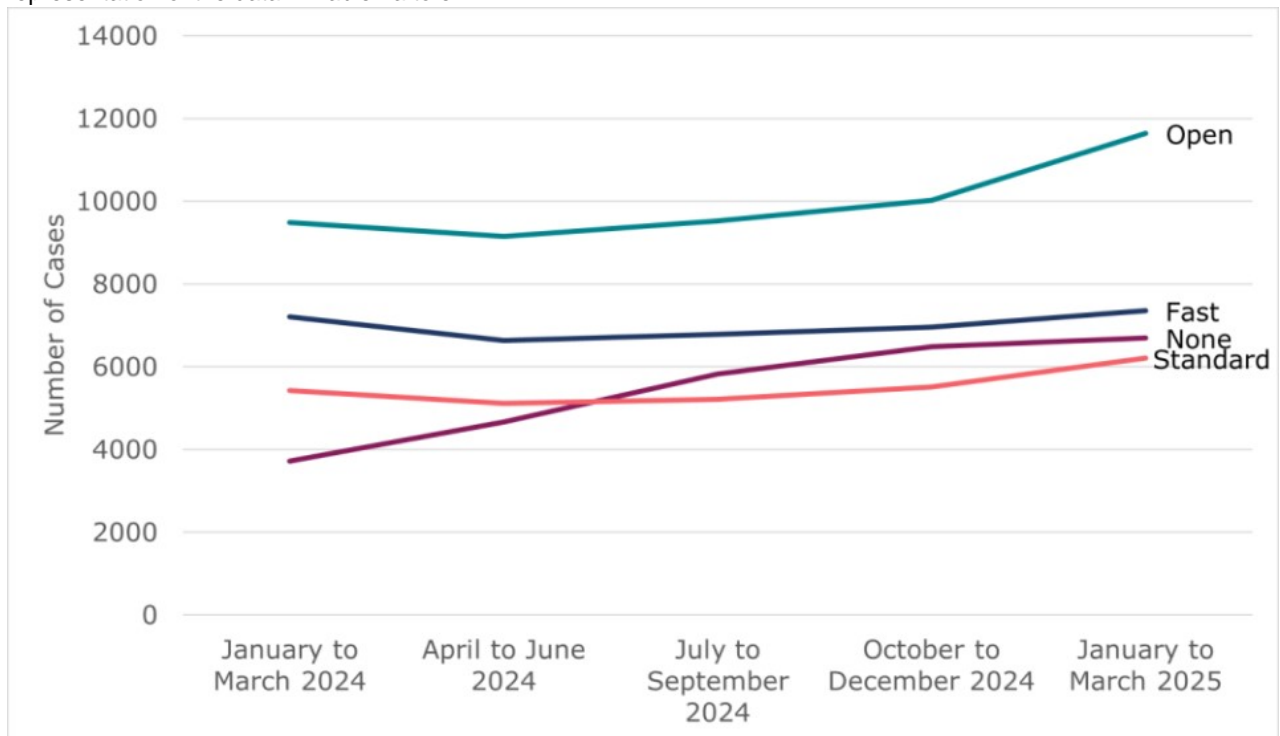
	Individual	Group

January to March 2024	3,712	24
April to June 2024	4,666	16
July to September 2024	5,823	37
October to December 2024	6,480	102
January to March 2025	6,696	149
Total	27,377	328

Table 1e: Total number of employee-led early conciliation cases from January 2024 to March 2025

	Individual	Group	Claimants within groups
January to March 2024	25,824	636	24,680
April to June 2024	25,551	490	18,944
July to September 2024	27,334	406	22,224
October to December 2024	28,969	414	33,481
January to March 2025	31,893	479	20,229
Total	139,571	2,425	119,558

Figure 1: Employee-led individual early conciliation cases by track from January 2024 to March 2025. A visual representation of the data in Table 1a to e.



Employer-led early conciliation notifications

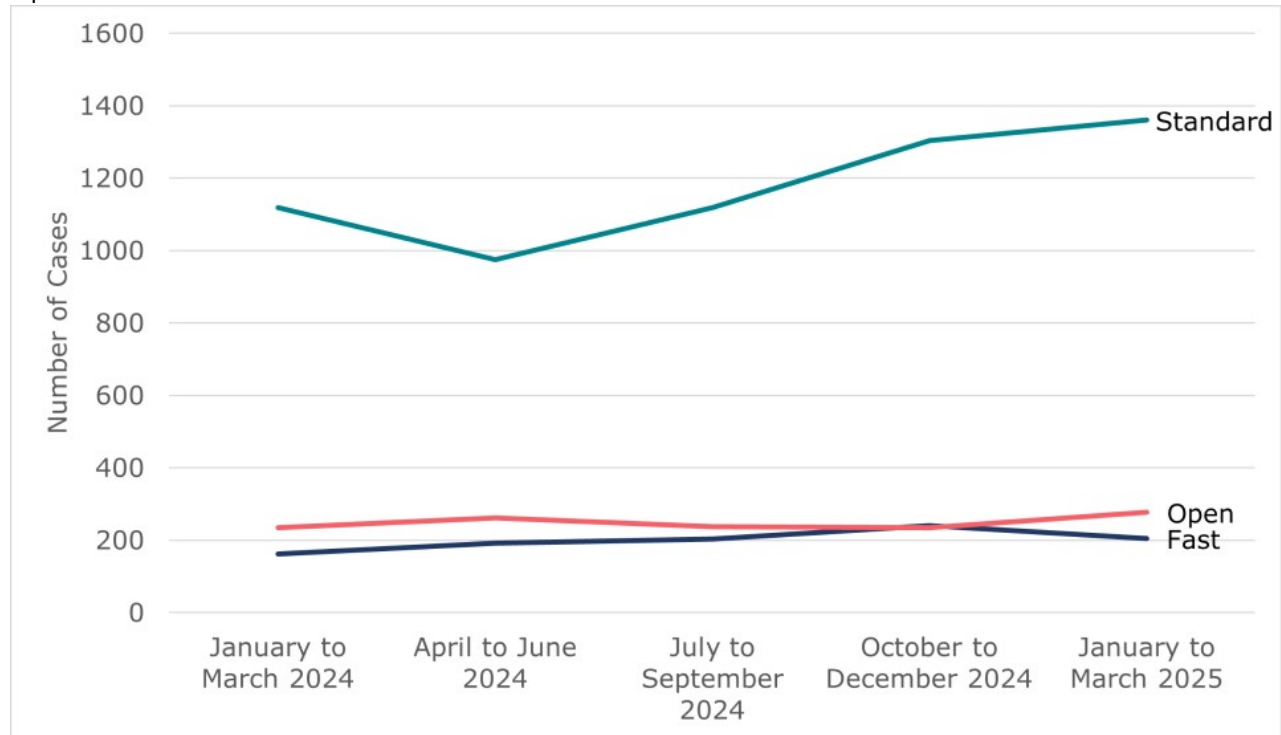
Employer-led early conciliation notifications made up around 5% of early conciliation notifications in the most recent 5 quarters from January 2024 to March 2025.

Standard track cases had the largest number of employer-led notifications in all 5 quarters from January 2024 to March 2025. They accounted for 74% of employer-led cases for January to March 2025, increasing from 73% in October to December 2024, 72% in July to September, and 68% in April to June.

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

	Fast	None	Open	Standard	Total
January to March 2024	162	[suppressed]	234	1,119	1,515
April to June 2024	191	[suppressed]	261	975	1,427
July to September 2024	203	[suppressed]	237	1,118	1,558
October to December 2024	240	[suppressed]	235	1,304	1,779
January to March 2025	205	[suppressed]	277	1,360	1,842
Total	1,001	[suppressed]	1,244	5,876	8,121

Figure 2: Employer-led individual early conciliation cases by track from January 2024 to March 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 not progressed to conciliation

In the 5 quarters from January 2024 to March 2025, over 20% of early conciliation cases were closed without parties engaging in early conciliation. Most of these were cases with no track assigned which made up 89% of cases in January to March 2025, up from 87% in October to December 2024, 86% in July to September 2024, 85% in April to June 2024, and 63% in January to March 2024. 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.

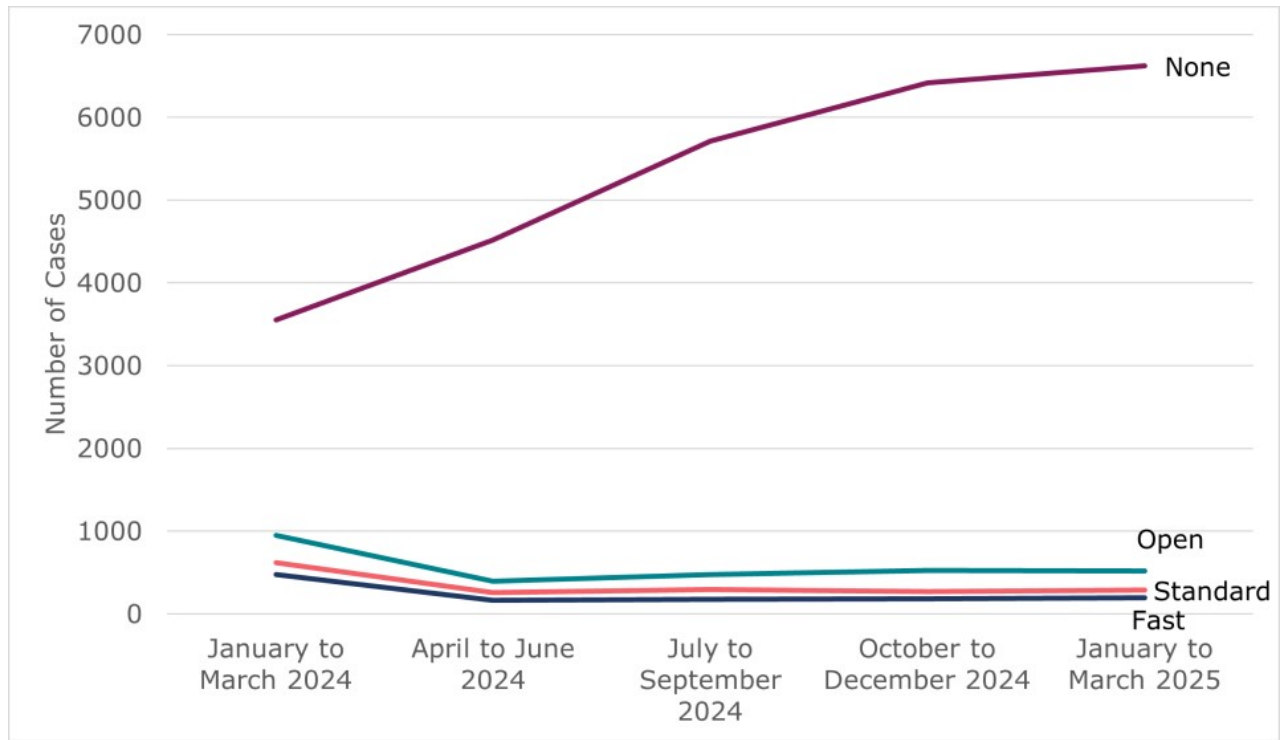
It should be noted that around October 2023, changes were made to the notification form. These changes allowed users to select from more options as to the reason for their dispute. Their selection then determines the track for the case.

Fast track cases were the lowest proportion of the cases that did not progress to conciliation (less than 5% over the last 4 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 January 2024 and March 2025 (50%).

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

Track	January to March 2024	April to June 2024	July to September 2024	October to December 2024	January to March 2025	Total
Fast	475	164	173	181	196	1,189
None	3,549	4,419	5,711	6,417	6,625	26,825
Open	948	395	474	526	517	2,860
Standard	620	259	291	267	290	1,727
Total	5,592	5,337	6,653	7,391	7,628	32,601
Total closed	26,157	25,677	27,341	29,326	31,940	140,441
Percentage of closed cases not conciliated	21%	21%	24%	25%	24%	Not applicable

Figure 3: early conciliation notifications that have not progressed to conciliation by track from January 2024 to March 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 of time has elapsed and so are 1 quarter behind all the other statistics in this bulletin. Tables 4a to 4e cover early conciliation, employee-led and group cases only, and is based on outcomes of cases received in January to December 2024.

Around 69% of cases did not lead to the submission of an ET1 throughout October to December 2024, consistent with 69% in July to September 2024 and April to June 2024, and up slightly from 68% between January and March 2024. Of those with an assigned track, the fast track cases were most likely not to progress to ET1. The proportion of cases that did not progress to tribunal increased for cases with no track assigned in October to December 2024 compared to the previous quarter (65% to 66%).

Table 4a: Fast track early conciliation notifications by outcome of cases received from January 2024 to December 2024

	Settled by Acas	ET1 avoided	Percentage did not progress to ET
January to March 2024	1,059	5,672	78%
April to June 2024	978	5,397	79%
July to September 2024	970	5,748	80%
October to December 2024	898	5,548	79%
Total	3,905	22,365	Not applicable

Table 4b: Open track early conciliation notifications by outcome of cases received from January 2024 to December 2024

	Settled by Acas	ET1 avoided	Percentage did not progress to ET
January to March 2024	1,341	5,854	65%

	Settled by Acas	ET1 avoided	Percentage did not progress to ET
April to June 2024	1,365	6,049	65%
July to September 2024	1,364	6,701	65%
October to December 2024	1,186	6,367	63%
Total	5,247	24,971	Not applicable

Table 4c: Standard track early conciliation notifications by outcome of cases received from January 2024 to December 2024

	Settled by Acas	ET1 avoided	Percentage did not progress to ET
January to March 2024	943	3,581	69%
April to June 2024	929	3,683	70%
July to September 2024	893	3,856	70%
October to December 2024	843	3,840	68%
Total	3,608	14,960	Not applicable

Table 4d: No assigned track early conciliation notifications by outcome of cases received from January 2024 to December 2024

	Settled by Acas	ET1 avoided	Percentage did not progress to ET
January to March 2024	[suppressed]	2,980	60%
April to June 2024	[suppressed]	2,798	61%
July to September 2024	[suppressed]	3,973	65%
October to December 2024	[suppressed]	4,230	66%
Total	[suppressed]	13,981	Not applicable

Table 4e: Total number of early conciliation notifications by outcome of cases received from January 2024 to December 2024

	Settled by Acas	ET1 avoided	Percentage did not progress to ET
January to March 2024	2,243	18,087	68%
April to June 2024	3,263	17,927	69%
July to September 2024	3,227	20,278	69%
October to December 2024	2,927	19,985	69%
Total	12,760	76,277	Not applicable

4. Employment tribunal claim form (ET1) receipts

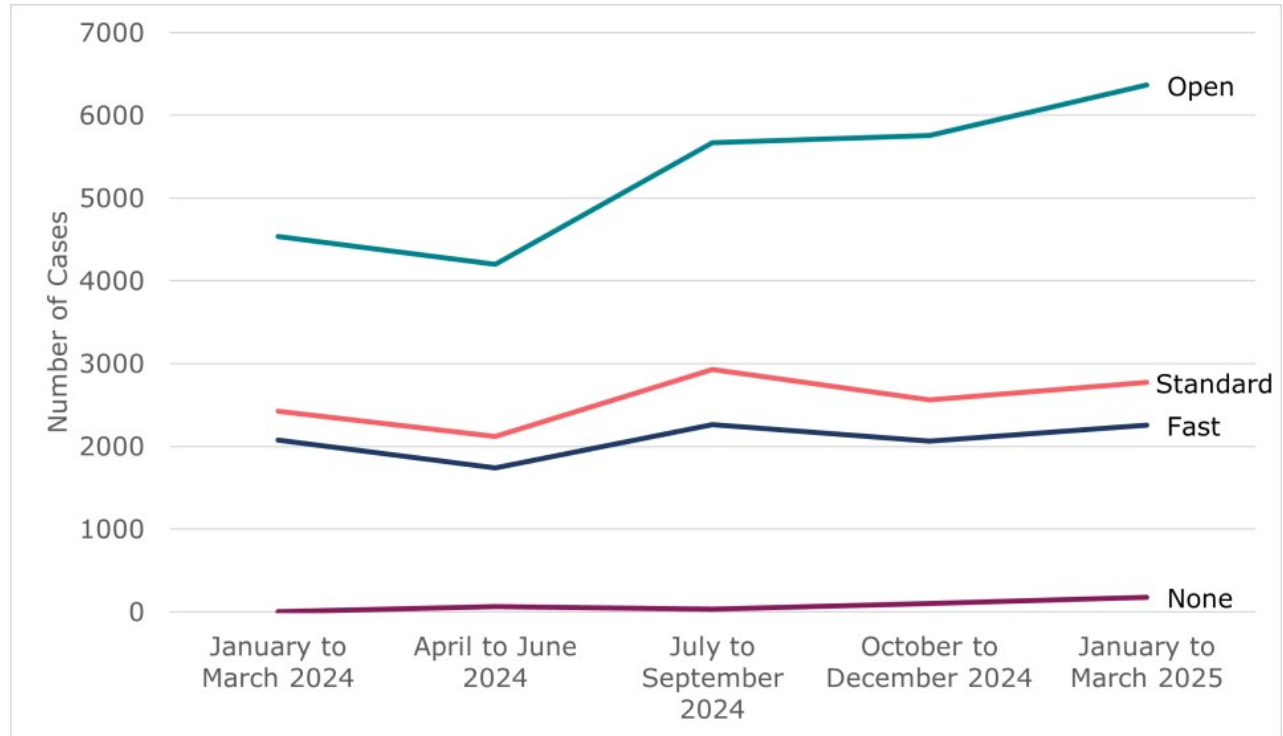
If a case is not resolved by early conciliation, the claimant can submit an ET1 form to make a claim to an employment tribunal. Conciliation can also be carried out at this stage to try to resolve the case without progressing to tribunal.

The highest level of ET1 receipts was received in open track cases, accounting for around 55% of all ET1 receipts in January to March 2025, similar to October to December 2024 and up slightly from the 3 quarters prior. The lowest proportion of ET1 receipts was received in cases with no track assigned, accounting for less than 2% of all ET1 receipts in each of the 5 quarters between January 2024 and March 2025.

Table 5: Employment tribunal claim receipts from January 2024 to March 2025

	Fast	None	Open	Standard	Total
January to March 2024	2,073	[suppressed]	4,536	2,423	9,032
April to June 2024	1,739	66	4,200	2,120	8,125
July to September 2024	2,260	32	5,666	2,926	10,884
October to December 2024	2,060	102	5,754	2,560	10,476
January to March 2025	2,256	177	6,364	2,771	11,568
Total	10,388	377	26,520	12,800	50,085

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



5. Employment tribunal claims outcomes

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

77% of all employment tribunal cases in January to March 2025 did not progress to a tribunal hearing, down from 79% in October to December 2024, but up from 76% in July to September 2024, and down again slightly from 78% in April to June 2024. 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 71% of the cases that did not progress to tribunal in January to March 2025, up slightly from 70% in October to December 2024, 69% in July to September 2024, and consistent with 71% in April to June 2024. The remaining cases were withdrawn.

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

	Settled by Acas	ET1 avoided	Percentage did not progress to ET
January to March 2024	682	417	58%
April to June 2024	597	394	63%
July to September 2024	616	399	62%
October to December 2024	661	434	62%
January to March 2025	758	419	61%
Total	3,414	2,063	Not applicable

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

	Settled by Acas	ET1 avoided	Percentage did not progress to ET
January to March 2024	2,219	863	85%
April to June 2024	2,236	851	86%
July to September 2024	2,173	906	84%
October to December 2024	2,780	1,150	85%
January to March 2025	2,639	1,059	84%
Total	12,047	4,829	Not applicable

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

	Settled by Acas	ET1 avoided	Percentage did not progress to ET
January to March 2024	1,030	387	74%
April to June 2024	999	340	73%
July to September 2024	1,029	397	75%
October to December 2024	1,498	506	79%
January to March 2025	1,214	430	77%

	Settled by Acas	ET1 avoided	Percentage did not progress to ET
Total	5,770	2,060	Not applicable

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

	Settled by Acas	ET1 avoided	Percentage did not progress to ET
January to March 2024	[suppressed]	[suppressed]	[suppressed]
April to June 2024	[suppressed]	[suppressed]	[suppressed]
July to September 2024	[suppressed]	[suppressed]	[suppressed]
October to December 2024	[suppressed]	[suppressed]	[suppressed]
January to March 2025	[suppressed]	[suppressed]	[suppressed]
Total	[suppressed]	[suppressed]	[suppressed]

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

	Settled by Acas	ET1 avoided	Percentage did not progress to ET
January to March 2024	3,931	1,667	76%
April to June 2024	3,832	1,585	78%
July to September 2024	3,818	1,702	76%
October to December 2024	4,939	2,090	79%
January to March 2025	4,611	1,908	77%
Total	21,131	8,952	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

A government official employed by Acas who mediates or conciliates between parties in an employment dispute.

Early conciliation

Acas service introduced in April 2014. Voluntary process of conciliating before a formal employment tribunal claim has been submitted with the aim of resolving the case. 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.

Post ET1 conciliation

Acas has a duty to attempt conciliation between the claimant and their employer once an ET1 has been submitted and passed to Acas. If a settlement can be reached or if the claimant agrees to withdraw their claim, the dispute is resolved. Otherwise, it will proceed to an employment tribunal hearing.

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.

Live case

Early conciliation notifications or ET1s still going through the conciliation process.

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 in the [methodology article](#) and [background quality reports](#) on:

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

8. Related links

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