

ANNUAL RESEARCH PUBLICATION

Employment Tribunal Statistics 2026

An analysis of 130,984 published Employment Tribunal decisions across Great Britain, January 2014 to May 2026

130,984

DECISIONS ANALYSED

39.9%

CLAIMANT SUCCESS
RATE

£2,594

MEDIAN AWARD

40

CLAIM TYPES

About This Publication

Employment Tribunal Statistics 2026 is an annual research publication produced by CaseIntel. It presents a large-scale, structured analysis of published Employment Tribunal decisions in Great Britain, examining how outcomes vary across claim types, industries, tribunal regions, legal representation and compensation.

The publication is based on 130,984 published Employment Tribunal decisions spanning January 2014 to May 2026 – one of the largest structured datasets of its kind. Unlike conventional tribunal statistics, which typically report high-level annual totals, this research analyses individual judgments at scale to reveal patterns that aggregate figures conceal.

The findings are intended for journalists, employment lawyers, HR professionals, policymakers and researchers. They describe historical published decisions and are intended to inform, not replace, legal advice. They should not be interpreted as predicting the outcome of any individual claim.

SUGGESTED CITATION

CaseIntel (2026). *Employment Tribunal Statistics 2026: An Analysis of 130,984 Published Employment Tribunal Decisions*. Version 1.0. CaseIntel Research.

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1 Executive Summary

Ten findings from the largest structured analysis of published Employment Tribunal decisions undertaken to date.

CasIntel analysed 130,984 published Employment Tribunal decisions from January 2014 to May 2026, creating one of the UK's largest structured datasets of tribunal outcomes. This report summarises the most significant patterns identified across compensation, claim success, industries, regions and employment claim types.

These findings describe historical published tribunal decisions. They should not be interpreted as predicting the outcome of any individual claim, which will always depend on its own facts, evidence and legal issues.

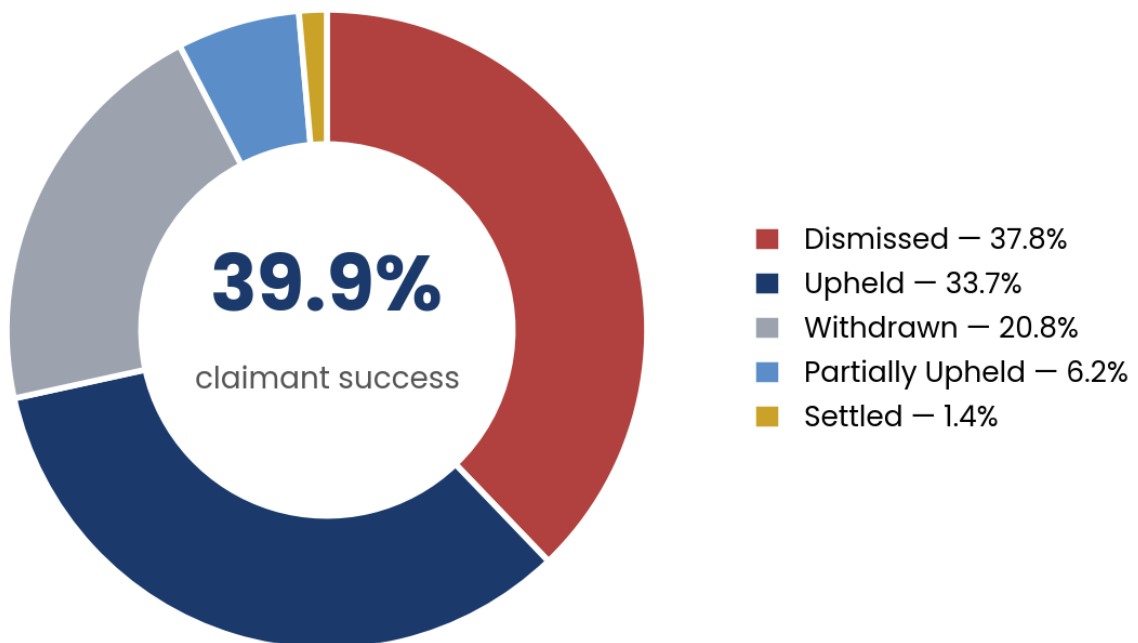


Figure 1. Distribution of Employment Tribunal outcomes (cases with a known outcome)

Source: CasIntel analysis of 83,159 decisions with a determined outcome.

1. Around 2 in 5 claimants succeed at tribunal

Employment Tribunal claims are more difficult to win than many people expect. Among the 83,159 cases with a known outcome, 39.9% were upheld or partially upheld, while 37.8% were dismissed outright. A further 20.8% were withdrawn before a final decision.

2. The typical tribunal award is far lower than many people expect

Large Employment Tribunal awards attract headlines, but they are rare. Across 30,839 positive awards, the median award was £2,594, while the mean was £7,098. More than two-thirds (67.4%) of awards were below £5,000, while only 0.4% exceeded £100,000.

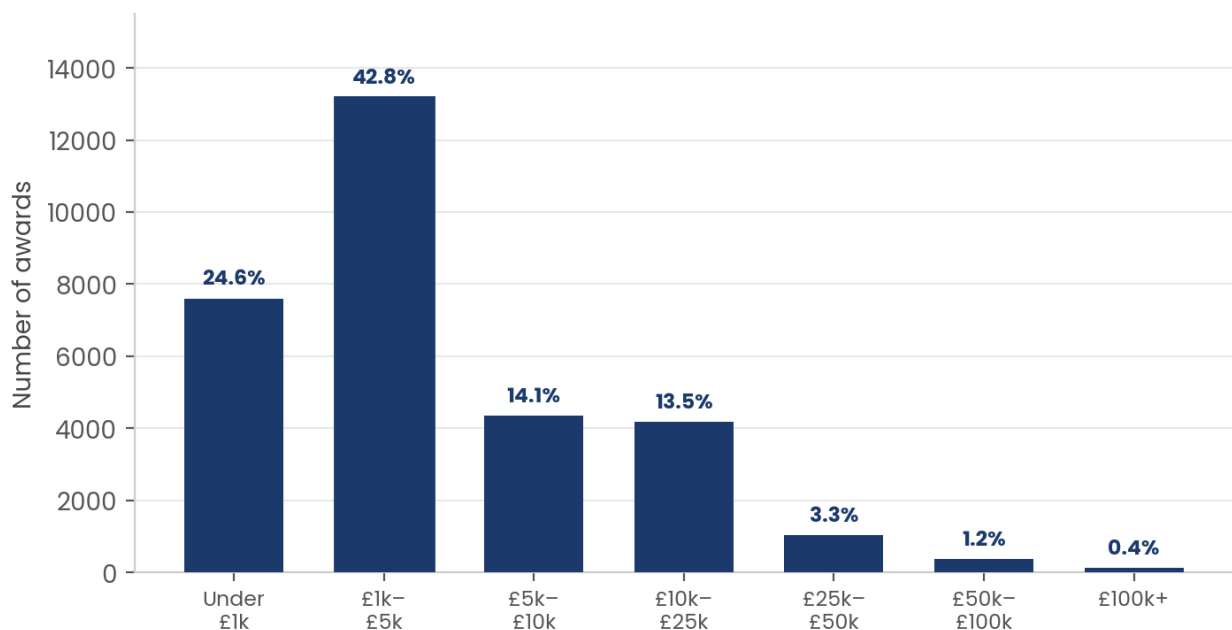


Figure 2. Distribution of positive tribunal awards by size band
Source: CaselIntel analysis of 30,839 decisions with a positive award.

3. Unlawful deduction from wages is one of the strongest claim types

Claims relating to unpaid wages succeed substantially more often than most other common claims. With 24,719 cases, unlawful deduction from wages was the second most common claim type analysed and achieved a 74.2% claimant success rate. The median award was £1,637, reflecting that many successful claims concern relatively modest, straightforward sums.

4. Whistleblowing claims rarely succeed, but successful cases can produce exceptionally high awards

Whistleblowing combines one of the lowest success rates with the highest average compensation. Only 8.1% of whistleblowing claims succeeded. However, successful cases produced a mean award

of £29,334 – the highest among the major claim types – with the largest whistleblowing award reaching £920,302.

5. Claimant success rates differ meaningfully across Great Britain

The data shows a consistent difference between tribunal outcomes in Scotland and those in England & Wales. Claimants succeeded in 47.0% of Scottish cases with known outcomes compared with 39.4% in England & Wales – a gap of 7.6 percentage points. The dataset demonstrates a consistent geographical difference, although it does not explain the reasons behind it.

6. Legal representation is associated with substantially higher awards

Represented claimants received considerably higher median awards than unrepresented claimants: £5,125 compared with £2,308. Aggregate success rates were almost identical (43.4% versus 43.2%), but this headline figure is misleading – within comparable claim types, represented claimants consistently achieved higher success rates (see Section 6).

7. Government and public sector employers account for the largest number of tribunal claims

Government and public sector organisations generated more tribunal claims than any other industry – 14,359 cases. Despite the high volume, claimants succeeded in only 12.5% of cases, demonstrating that a large number of claims does not necessarily correspond to a high success rate.

8. Hospitality records the highest claimant success rate of any major industry

Hospitality produced the strongest claimant outcomes of all major industries analysed, with claimants succeeding in 65.7% of cases. Many of these claims involved wage deductions, holiday pay or National Minimum Wage disputes.

9. Polkey reductions frequently reduce compensation by half

Winning an unfair dismissal claim does not necessarily mean recovering the full value of compensation. Across 1,184 cases where a Polkey reduction was applied, the median reduction was 50%. This highlights the importance of remedy issues as well as liability.

10. Reinstatement remains exceptionally rare

Employment Tribunals almost never order employees to be reinstated. Only 160 of the 130,984 decisions analysed resulted in a reinstatement order – 0.12% of all cases, or approximately one in every 819. Although reinstatement is available as a remedy, compensation remains overwhelmingly more common.

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About This Research

Why an analysis of individual judgments reveals more than aggregate annual statistics.

Employment Tribunal statistics are often presented as high-level annual totals, providing relatively little insight into how different types of claims perform in practice. This report takes a different approach.

Rather than analysing tribunal activity at an aggregate level, CaseIntel examines individual published Employment Tribunal decisions to identify patterns across claim types, industries, tribunal regions, legal representation and compensation. The objective is not to predict the outcome of any individual claim, but to provide the most comprehensive publicly available picture of historical Employment Tribunal decisions currently available.

At a Glance

130,984 DECISIONS ANALYSED	2014–2026 COVERAGE PERIOD	130,916 AI-STRUCTURED (99.9%)	£2,594 MEDIAN AWARD
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What This Report Covers

The report analyses Employment Tribunal decisions from multiple perspectives to understand how outcomes vary across different types of employment disputes:

- **Claim Types** – which claims are most common, most successful and most valuable.
- **Industry Analysis** – how tribunal outcomes differ between sectors of the economy.
- **Regional Analysis** – geographical variations in claimant success and compensation.
- **Representation & Litigation Characteristics** – how legal representation, tribunal remedies and procedural factors influence outcomes.
- **Methodology** – how the dataset was created, validated and analysed.

How to Read This Report

Throughout the report, three measures are used consistently. **Claimant success rate** is the percentage of cases in which the claimant was successful, calculated using only cases where a clear tribunal outcome could be identified. **Median compensation** is the middle award after all successful awards are ranked from lowest to highest; it is used throughout because it better reflects a typical outcome than the average, which can be distorted by a small number of exceptionally large awards. **Mean compensation** is the arithmetic average, which remains useful for understanding the overall distribution of compensation.

Why This Research Matters

Every Employment Tribunal claim is different. The likelihood of success — and the level of compensation awarded — can vary substantially depending on the type of claim, the employer's industry, the tribunal region and the characteristics of the dispute. National averages often conceal these differences. By analysing more than 130,000 published decisions, this report provides a richer understanding of how historical tribunal outcomes vary.

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Claim Type Analysis

Some claim types succeed frequently but pay modestly; others are hard to win but pay substantially. Claim type is one of the strongest predictors of outcome.

Not all Employment Tribunal claims are alike. Some claim types succeed frequently but typically result in relatively modest compensation. Others are difficult to win but can produce substantial awards when successful. Understanding these differences is one of the most valuable insights available from tribunal data.

FOUR FINDINGS AT A GLANCE

- 24.9% of all tribunal claims were for Unfair Dismissal – the most common claim type.
- 91.8% of Collective Consultation claims succeeded – the highest success rate of any claim type.
- Equal Pay had the lowest success rate (3.2%) but the highest median award (£11,964).
- Whistleblowing produced the highest average award (£29,334) among the major claim types.

Major Claim Types at a Glance

Claim Type	Cases	% Set	Success	Median	Mean	Largest
Unfair Dismissal	32,609	24.9%	25.3%	£6,971	£14,829	£3,449,329
Unlawful Deduction from Wages	24,719	18.9%	74.2%	£1,637	£4,013	£423,868
Disability Discrimination	10,001	7.6%	16.0%	£10,103	£17,425	£295,491
Breach of Contract	7,647	5.8%	62.6%	£3,103	£6,028	£357,004
Equal Pay	5,374	4.1%	3.2%	£11,964	£14,683	£39,761
Race Discrimination	3,674	2.8%	10.2%	£7,000	£12,362	£93,376
Redundancy	2,897	2.2%	72.1%	£5,724	£8,718	£240,407
Whistleblowing / PIDA	2,575	2.0%	8.1%	£6,436	£29,334	£920,302
Redundancy Pay	2,121	1.6%	86.8%	£4,556	£6,647	£160,123

Claim Type	Cases	% Set	Success	Median	Mean	Largest
Sex Discrimination	1,825	1.4%	20.0%	£10,448	£22,629	£1,009,832
Collective Consultation	1,807	1.4%	91.8%	£6,250	£12,284	£399,569
Constructive Dismissal	1,746	1.3%	38.9%	£9,978	£16,041	£168,082
Age Discrimination	1,570	1.2%	8.2%	£5,000	£15,334	£210,212
Holiday Pay	1,154	0.9%	78.3%	£788	£1,238	£35,600
Maternity / Pregnancy	1,122	0.9%	37.8%	£10,579	£14,051	£106,000
Working Time	784	0.6%	30.0%	£1,000	£1,331	£10,451
Religion or Belief Discrim.	273	0.2%	12.4%	£4,000	£5,767	£26,480
Wrongful Dismissal	271	0.2%	63.6%	£1,841	£4,285	£36,599
Trade Union Rights	244	0.2%	16.1%	£2,000	£6,078	£68,964
Sexual Orientation Discrim.	163	0.1%	18.0%	£5,016	£9,513	£48,110
Failure to Make Reas. Adjust.	142	0.1%	51.4%	£6,322	£9,285	£36,980
Victimisation	118	0.1%	44.9%	£7,840	£10,057	£26,477
TUPE	115	0.1%	36.7%	£7,020	£16,178	£136,022
Flexible Working	106	0.1%	24.4%	£2,029	£2,171	£4,352
National Minimum Wage	94	0.1%	32.8%	£1,608	£46,445	£733,902

Claim types with fewer than 50 cases are excluded from this summary. Success rate is based on cases with a known outcome; award figures on cases with a positive award.

Key Findings

Unfair dismissal dominates litigation – but remains difficult to win

Unfair dismissal is by far the most common Employment Tribunal claim, accounting for 32,609 cases (24.9% of all published decisions analysed). Despite its prevalence, claimant success is relatively low: only 25.3% succeeded, with a median award of £6,971. The largest unfair dismissal award identified was £3,449,329.

- Cases: **32,609**
- Share of dataset: **24.9%**
- Success rate: **25.3%**
- Median award: **£6,971**
- Mean award: **£14,829**

- Largest award: **£3,449,329**
-

Unlawful deduction from wages combines high success with straightforward awards

Across 24,719 published decisions, claimants succeeded in 74.2% of cases – one of the highest-success categories analysed. Typical awards remain comparatively modest, with a median of £1,637, reflecting that many cases concern unpaid wages or contractual entitlements rather than broader compensation for loss.

Equal Pay claims are exceptionally difficult to win – but highly valuable when successful

Although Equal Pay recorded the lowest claimant success rate among major claim types at just 3.2%, successful claims produced the highest median compensation of any category analysed (£11,964). Success rate and financial value do not necessarily move together.

Whistleblowing claims remain high-risk but potentially high-value

Only 8.1% of whistleblowing claims succeeded. However, successful claims produced a mean award of £29,334 – the highest among the major claim types – while the largest individual award reached £920,302. The gap between the median (£6,436) and mean (£29,334) illustrates the effect of a small number of exceptionally large awards.

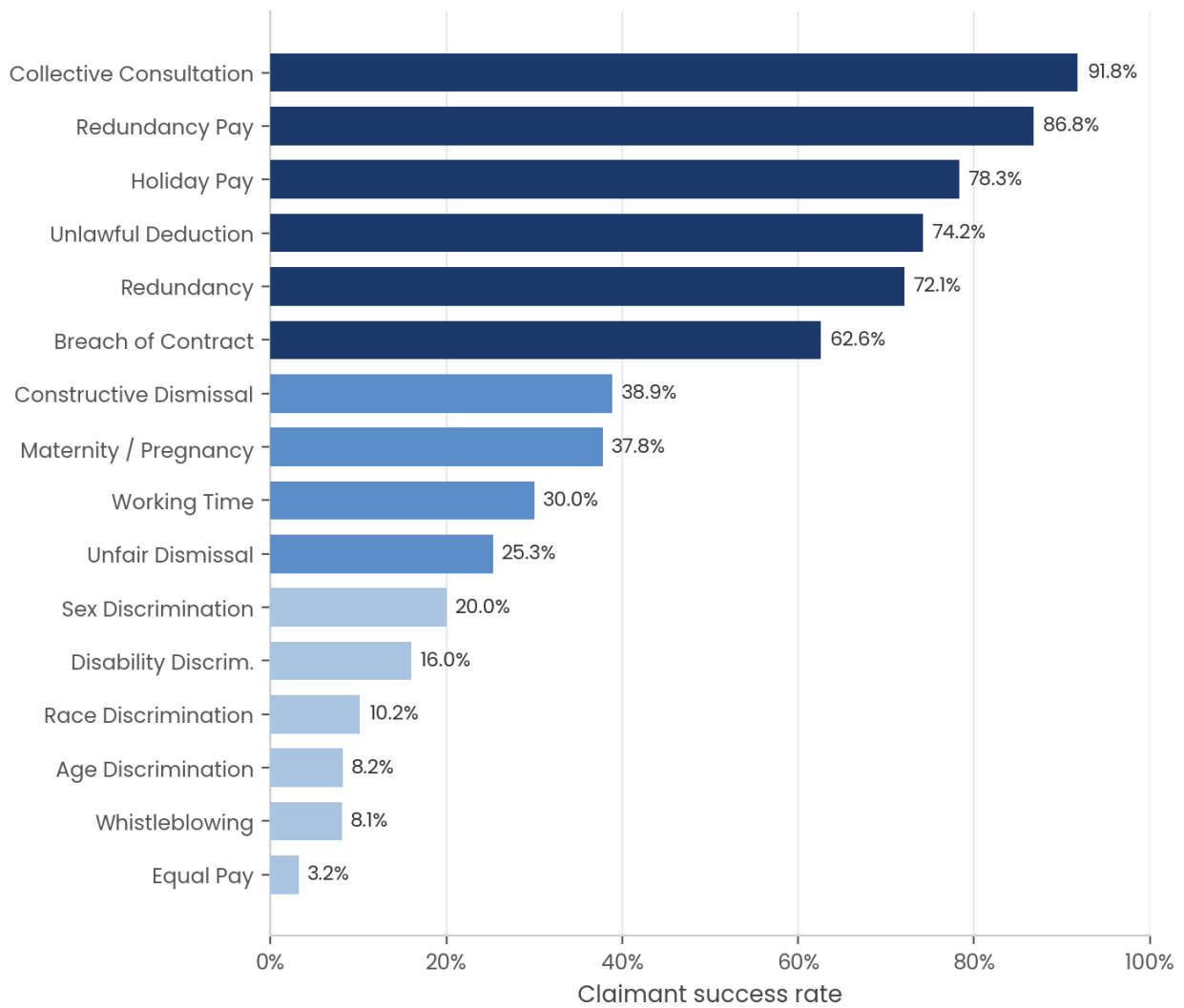


Figure 3. Claimant success rate by claim type
 Source: CaselIntel analysis. Claim types with 50+ cases shown.

Claim Type Rankings

Most common claim types

Rank	Claim Type	Cases	% of Dataset
1	Unfair Dismissal	32,609	24.9%
2	Unlawful Deduction from Wages	24,719	18.9%
3	Disability Discrimination	10,001	7.6%
4	Breach of Contract	7,647	5.8%
5	Equal Pay	5,374	4.1%
6	Race Discrimination	3,674	2.8%

Rank	Claim Type	Cases	% of Dataset
7	Redundancy	2,897	2.2%
8	Whistleblowing / PIDA	2,575	2.0%
9	Redundancy Pay	2,121	1.6%
10	Sex Discrimination	1,825	1.4%

Highest claimant success rates

Rank	Claim Type	Cases	Success	Median
1	Collective Consultation	1,807	91.8%	£6,250
2	Redundancy Pay	2,121	86.8%	£4,556
3	Holiday Pay	1,154	78.3%	£788
4	Unlawful Deduction from Wages	24,719	74.2%	£1,637
5	Redundancy	2,897	72.1%	£5,724
6	Wrongful Dismissal	271	63.6%	£1,841
7	Breach of Contract	7,647	62.6%	£3,103
8	Failure to Make Reas. Adjust.	142	51.4%	£6,322
9	Victimisation	118	44.9%	£7,840
10	Constructive Dismissal	1,746	38.9%	£9,978

Highest median compensation

Rank	Claim Type	Median	Mean	Cases
1	Equal Pay	£11,964	£14,683	5,374
2	Maternity / Pregnancy	£10,579	£14,051	1,122
3	Sex Discrimination	£10,448	£22,629	1,825
4	Disability Discrimination	£10,103	£17,425	10,001
5	Constructive Dismissal	£9,978	£16,041	1,746
6	Victimisation	£7,840	£10,057	118
7	TUPE	£7,020	£16,178	115
8	Race Discrimination	£7,000	£12,362	3,674
9	Unfair Dismissal	£6,971	£14,829	32,609
10	Whistleblowing / PIDA	£6,436	£29,334	2,575

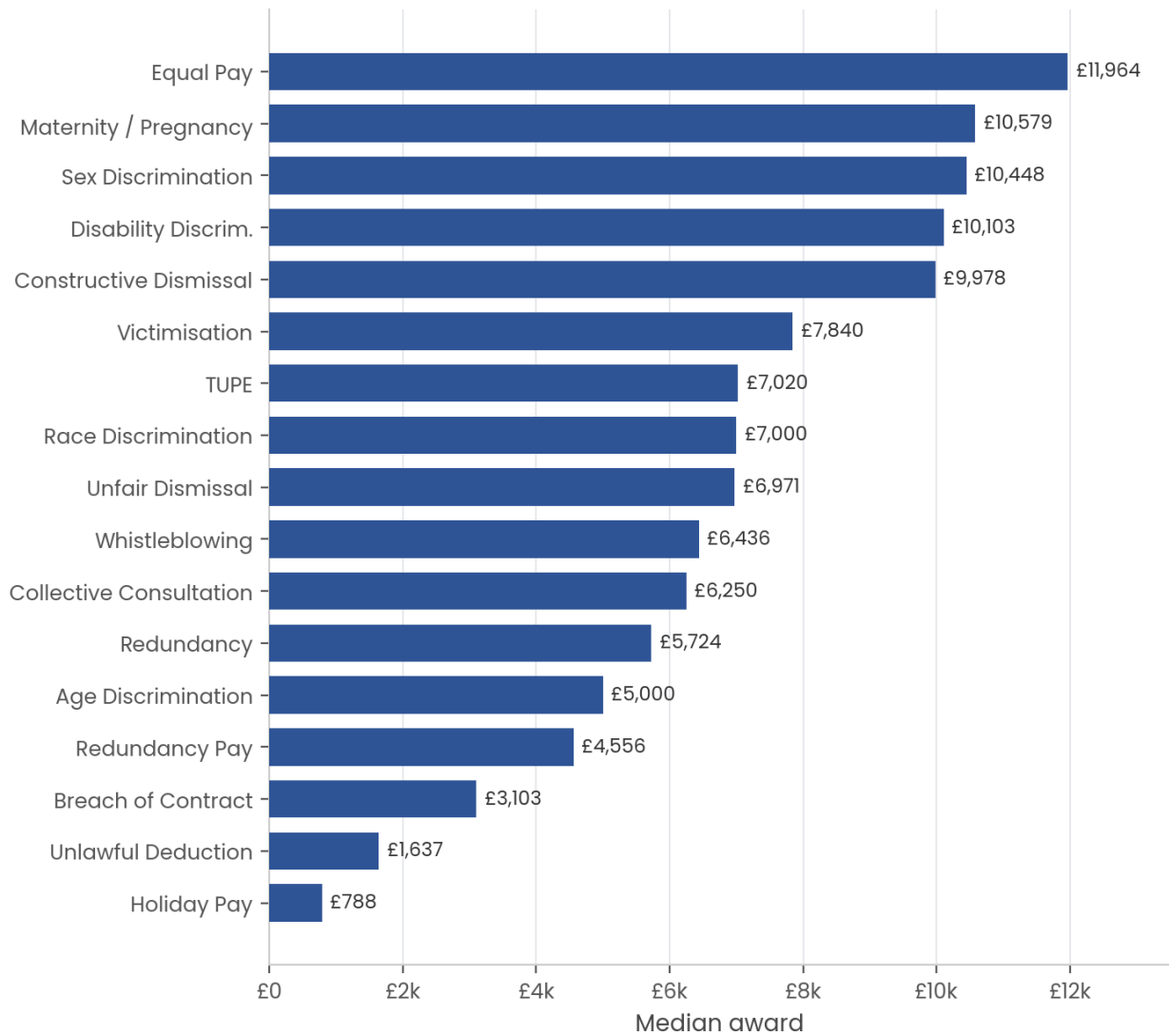


Figure 4. Median award by claim type

Source: CaselIntel analysis. Claim types with 10+ positive awards shown.

Highest mean compensation

Rank	Claim Type	Mean	Median	Cases
1	National Minimum Wage	£46,445	£1,608	94
2	Whistleblowing / PIDA	£29,334	£6,436	2,575
3	Sex Discrimination	£22,629	£10,448	1,825
4	Disability Discrimination	£17,425	£10,103	10,001
5	TUPE	£16,178	£7,020	115
6	Constructive Dismissal	£16,041	£9,978	1,746
7	Age Discrimination	£15,334	£5,000	1,570

Rank	Claim Type	Mean	Median	Cases
8	Unfair Dismissal	£14,829	£6,971	32,609
9	Equal Pay	£14,683	£11,964	5,374
10	Maternity / Pregnancy	£14,051	£10,579	1,122

National Minimum Wage shows a mean award of £46,445 driven almost entirely by a single £733,902 HMRC enforcement case; its median (£1,608) is more representative.

What the Data Tells Us

- › Unfair Dismissal dominates litigation but fewer than one in four claimants ultimately succeed.
- › Equal Pay claims combine the lowest claimant success rate with the highest typical compensation.
- › Collective Consultation claims have the highest success rate of any major claim category.
- › Whistleblowing claims rarely succeed but successful cases can result in exceptionally large awards.
- › Unlawful Deduction from Wages claims combine high success with comparatively modest compensation.

4

Industry Analysis

Tribunal claims are not distributed evenly across the economy. Success rates and compensation vary markedly between sectors.

Employment Tribunal claims are not distributed evenly across the UK economy. Some industries generate significantly more tribunal claims than others, while claimant success rates and compensation vary considerably between sectors.

<p>LARGEST</p> <p>Government & Public</p> <p>14,359 cases – more than any other sector</p>	<p>HIGHEST SUCCESS</p> <p>Hospitality 65.7%</p> <p>The strongest claimant outcomes of any major industry</p>
<p>HIGHEST AWARDS</p> <p>Financial Services</p> <p>£7,222 median – the highest of any sector</p>	<p>SEVEN-FIGURE AWARDS</p> <p>Healthcare</p> <p>Contains awards of £1m and £920k</p>
<p>LARGEST SINGLE AWARD</p> <p>Education £3.45m</p> <p>The largest award in the entire dataset</p>	

Industry Overview

Industry	Cases	% Set	Success	Median	Mean	Largest
Other*	38,559	29.4%	61.8%	£2,790	£6,995	£1,009,832
Government/Public Sector	14,359	11.0%	12.5%	£5,513	£13,825	£415,227
Healthcare	11,942	9.1%	30.1%	£2,663	£9,372	£1,000,000
Retail	5,962	4.6%	29.9%	£3,265	£7,850	£217,440
Transport	5,942	4.5%	33.5%	£2,500	£6,664	£358,000
Hospitality	5,727	4.4%	65.7%	£1,709	£3,983	£185,042

Industry	Cases	% Set	Success	Median	Mean	Largest
Education	4,427	3.4%	25.7%	£3,422	£13,873	£3,449,329
Construction	2,184	1.7%	56.1%	£3,176	£7,843	£178,200
Financial Services	1,505	1.1%	22.2%	£7,222	£21,536	£487,777
Charity/Non-Profit	1,257	1.0%	26.2%	£5,000	£8,691	£96,929
Technology	728	0.6%	52.5%	£6,812	£15,727	£399,279
Legal	697	0.5%	45.1%	£4,128	£7,349	£84,000
Manufacturing	609	0.5%	52.5%	£6,622	£12,079	£174,645
Professional Services	298	0.2%	32.7%	£3,976	£9,055	£63,469
Telecommunications	278	0.2%	26.3%	£3,411	£12,313	£59,870
Media	202	0.2%	39.0%	£5,884	£16,751	£399,569
Travel	91	0.1%	96.2%	N/A	N/A	£89,382
Energy/Utilities	81	0.1%	46.4%	£6,444	£10,384	£41,868
Security	62	0.0%	49.1%	£3,000	£4,071	£15,345

* Approximately 29.4% of decisions could not be confidently assigned to a named industry from employer information and are grouped as "Other". This category is shown for completeness but excluded from rankings because it does not represent a single sector.

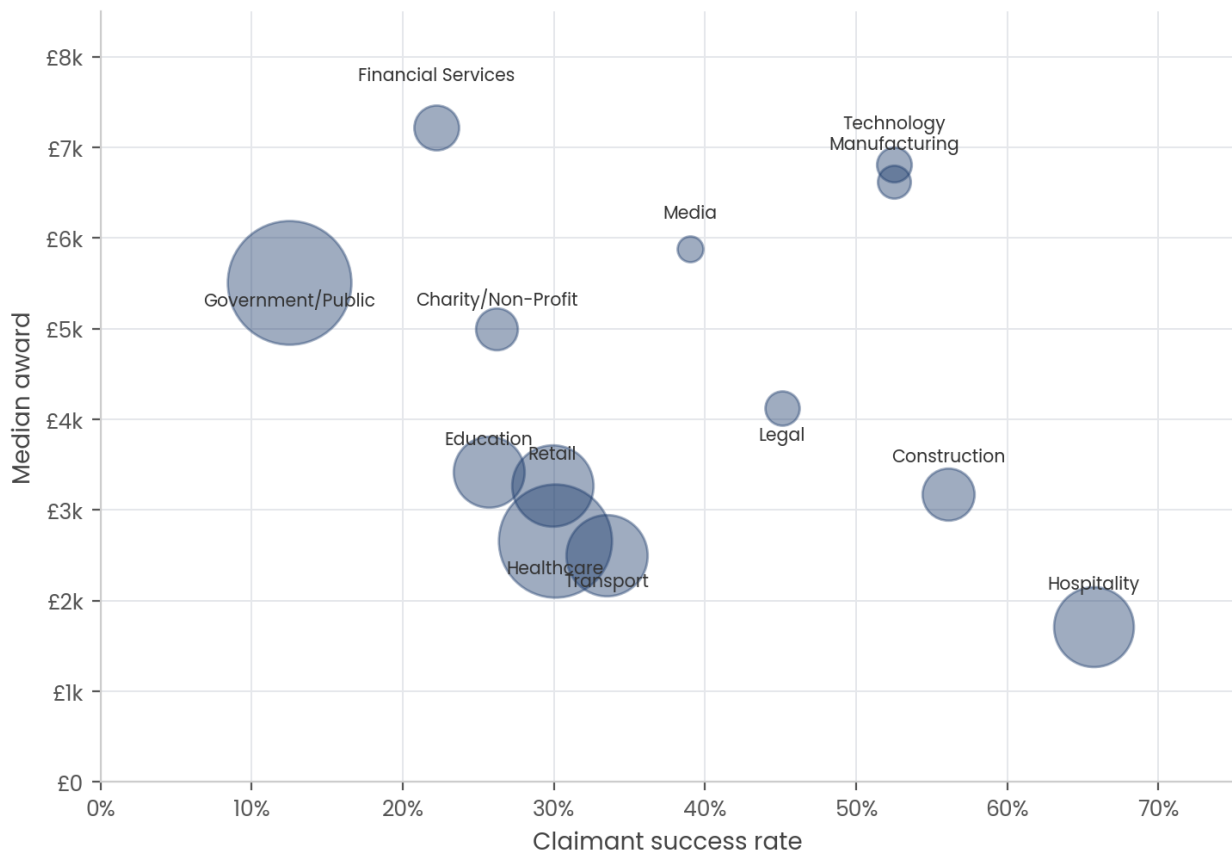


Figure 5. Industry by claimant success rate, median award and case volume
 Source: CaselIntel analysis. Bubble size proportional to number of cases. "Other" excluded.

Key Findings

Government & Public Sector: highest volume, lowest success rate

Government & Public Sector employers account for more published decisions than any other named industry. Across 14,359 decisions, claimants succeeded in only 12.5% of known-outcome cases – the lowest of any major industry. Despite this, successful cases still produced a median award of £5,513.

Hospitality records the highest claimant success rate among major industries

Across 5,727 decisions, claimants succeeded in 65.7% of known-outcome cases. Typical awards were comparatively modest (median £1,709), suggesting many successful claims involve relatively straightforward disputes such as unpaid wages or holiday pay.

Financial Services produces the highest compensation awards

Although claimant success was relatively low (22.2%), successful claims produced the highest median award (£7,222) and the highest mean award (£21,536) of any named industry – a recurring theme: industries with lower success rates can still generate the largest awards.

Healthcare and Education contain the largest individual awards

Healthcare is the second-largest named industry (11,942 decisions) and contains multiple seven-figure awards, including £1,000,000 and £920,302. Education recorded the single largest award in the entire dataset at £3,449,329 – lifting its mean award to £13,873 against a median of just £3,422.

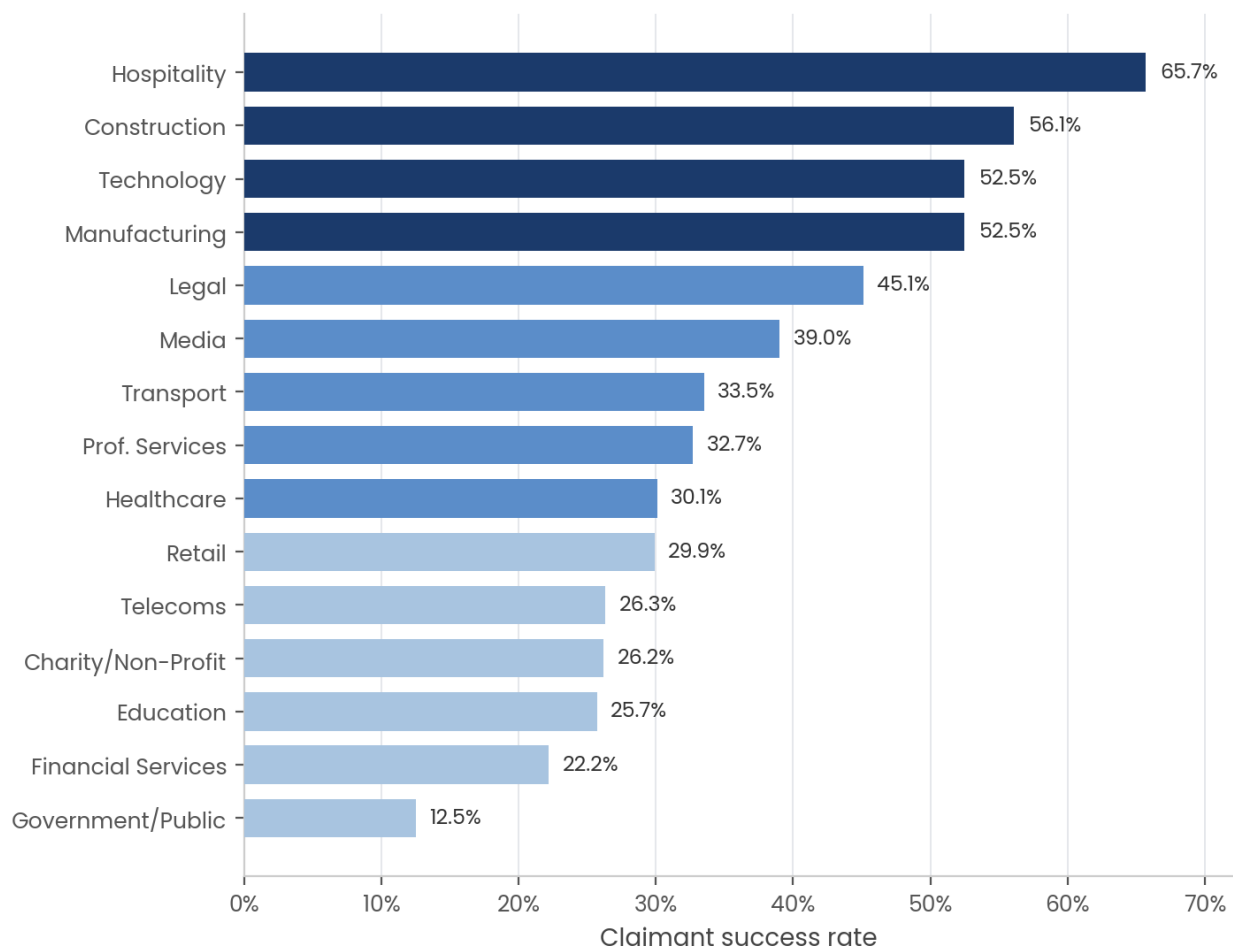


Figure 6. Claimant success rate by industry
Source: CasIntel analysis. Named industries with 50+ cases.

Industry Rankings

Largest industries by claim volume

Rank	Industry	Cases	% of Dataset
1	Government/Public Sector	14,359	11.0%
2	Healthcare	11,942	9.1%
3	Retail	5,962	4.6%
4	Transport	5,942	4.5%
5	Hospitality	5,727	4.4%
6	Education	4,427	3.4%
7	Construction	2,184	1.7%
8	Financial Services	1,505	1.1%
9	Charity/Non-Profit	1,257	1.0%
10	Technology	728	0.6%

Highest median compensation

Rank	Industry	Median	Mean	Cases
1	Financial Services	£7,222	£21,536	1,505
2	Technology	£6,812	£15,727	728
3	Manufacturing	£6,622	£12,079	609
4	Energy/Utilities	£6,444	£10,384	81
5	Media	£5,884	£16,751	202
6	Government/Public Sector	£5,513	£13,825	14,359
7	Charity/Non-Profit	£5,000	£8,691	1,257
8	Legal	£4,128	£7,349	697
9	Professional Services	£3,976	£9,055	298
10	Education	£3,422	£13,873	4,427

What the Data Tells Us

- › Government & Public Sector generates the greatest volume of litigation but records the lowest claimant success rate among major industries.
 - › Hospitality consistently produces the highest claimant success rate among high-volume industries.
 - › Financial Services combines comparatively low claimant success with the highest compensation awards.
 - › Healthcare and Education show how a small number of exceptionally large awards can significantly increase average compensation.
 - › Industry is an important contextual factor when benchmarking tribunal claims, alongside claim type.
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5

Regional Analysis

Tribunal activity, claimant success and compensation differ across Great Britain. Country-level comparisons are the most robust.

Employment Tribunal outcomes vary across Great Britain. While national statistics provide useful context, tribunal activity, claimant success rates and compensation differ between tribunal regions.

ABOUT THE REGIONAL DATA

- Tribunal hearing-centre information is recorded for only 53,864 decisions (41.1% of the dataset).
- Regional analysis should be viewed as a representative sample rather than a complete census.
- Country-level analysis (England & Wales versus Scotland) uses the separate country field, available for 130,902 decisions, making those comparisons considerably more robust.

Regional Overview

Tribunal Region	Cases	% Set	Success	Median	Mean	Largest
Scotland	11,112	8.5%	53.6%	£2,747	£6,418	£415,227
London South	5,485	4.2%	41.2%	£3,261	£10,866	£1,009,832
London Central	4,471	3.4%	45.0%	£3,567	£12,064	£733,902
London East	4,138	3.2%	46.6%	£3,000	£7,890	£265,033
Manchester	4,114	3.1%	42.7%	£2,640	£7,377	£291,930
Birmingham	3,377	2.6%	43.9%	£3,426	£7,669	£147,573
Leeds	2,782	2.1%	45.1%	£2,439	£7,503	£295,491
Watford	2,426	1.9%	38.6%	£3,413	£9,281	£153,261
Newcastle / North East	2,215	1.7%	50.5%	£2,549	£6,276	£135,432
East of England	2,044	1.6%	42.2%	£3,187	£9,024	£197,119
Nottingham	1,666	1.3%	55.2%	£2,677	£6,608	£111,108

Tribunal Region	Cases	% Set	Success	Median	Mean	Largest
Bristol	1,582	1.2%	41.8%	£3,484	£9,346	£160,123
Liverpool	1,412	1.1%	38.3%	£2,510	£6,154	£97,961
Cardiff	1,230	0.9%	43.2%	£3,227	£7,568	£65,635
Southampton	983	0.8%	45.7%	£3,981	£21,480	£3,449,329
Reading	946	0.7%	44.0%	£4,275	£14,908	£340,213
Sheffield	639	0.5%	53.7%	£2,631	£8,736	£254,243
Exeter	545	0.4%	47.9%	£2,722	£7,451	£117,632
Leicester	471	0.4%	42.2%	£2,676	£6,143	£39,758
Hull	340	0.3%	50.7%	£2,921	£6,098	£43,487
Wales (Mold)	282	0.2%	45.6%	£3,000	£10,641	£237,891
Ashford	222	0.2%	51.4%	£2,944	£5,851	£34,962

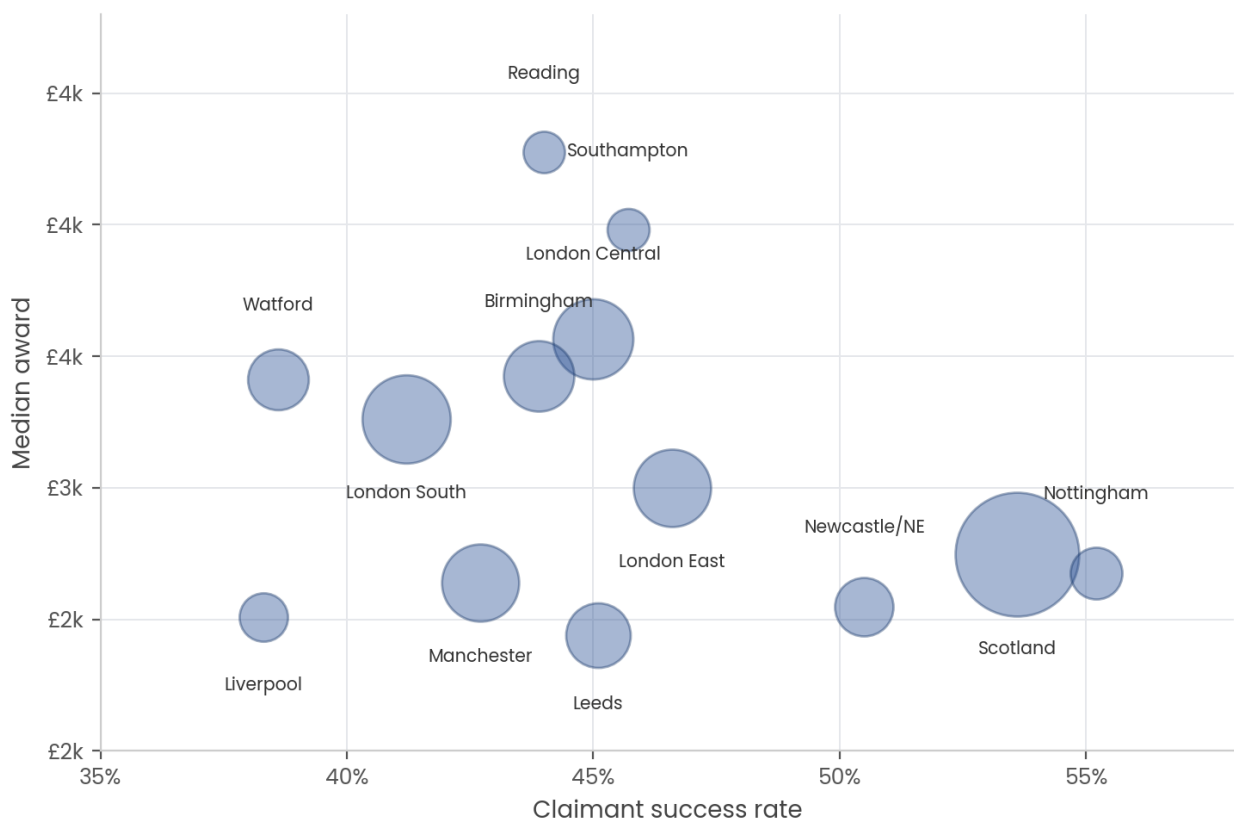


Figure 7. Tribunal region by claimant success rate, median award and case volume
Source: CaselIntel analysis. Bubble size proportional to number of cases.

Key Findings

Scotland is the largest tribunal region and records an above-average success rate

Scotland represents the largest identifiable tribunal region. Across 11,112 decisions, claimants succeeded in 53.6% of known-outcome cases. At country level, Scotland also outperformed England & Wales, recording a claimant success rate of 47.0% compared with 39.4%.

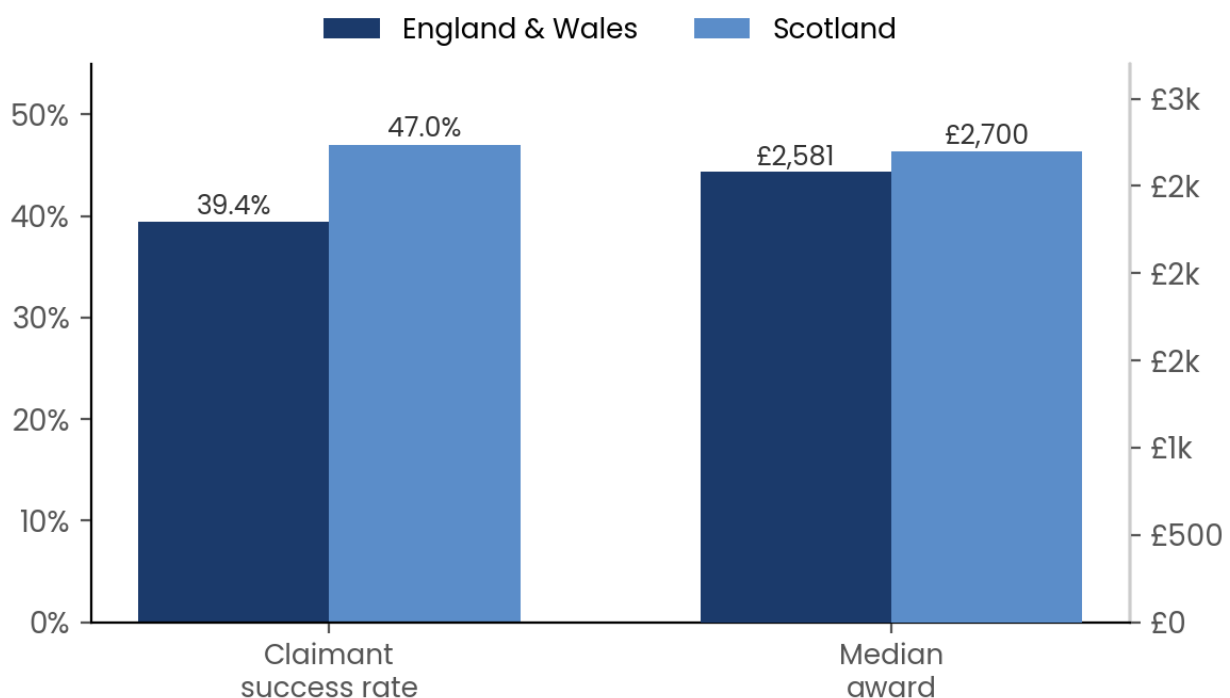


Figure 8. Claimant success rate and median award: England & Wales versus Scotland
Source: CaselIntel analysis using the country field (130,902 decisions).

Nottingham records the highest claimant success rate of any region

Among regions meeting the publication threshold, Nottingham produced the strongest claimant outcomes, with a 55.2% success rate across 1,666 decisions.

Reading and Southampton record the highest compensation

Reading recorded the highest median award (£4,275) of any region. Southampton produced the highest mean award (£21,480), driven largely by the largest individual award in the entire dataset (£3,449,329) – illustrating how a small number of exceptional awards can shift the average.

London accounts for the largest concentration of tribunal claims

The three London tribunal regions together account for 14,094 decisions (26.2% of all cases where location could be identified). London Central and London South both recorded median awards above £3,250.

Regional Rankings & Country Comparison

Highest claimant success rates

Rank	Tribunal Region	Cases	Success	Median
1	Nottingham	1,666	55.2%	£2,677
2	Sheffield	639	53.7%	£2,631
3	Scotland	11,112	53.6%	£2,747
4	Ashford	222	51.4%	£2,944
5	Hull	340	50.7%	£2,921
6	Newcastle / North East	2,215	50.5%	£2,549
7	Exeter	545	47.9%	£2,722
8	London East	4,138	46.6%	£3,000
9	Southampton	983	45.7%	£3,981
10	Wales (Mold)	282	45.6%	£3,000

England & Wales versus Scotland

Metric	England & Wales	Scotland
Cases	114,164	16,738
Success Rate	39.4%	47.0%
Median Award	£2,581	£2,700
Mean Award	£7,174	£6,383
Largest Award	£3,449,329	£415,227

What the Data Tells Us

- › Scotland is both the largest tribunal region and records a substantially higher claimant success rate than England & Wales.

- › Nottingham records the highest claimant success rate of any tribunal region in the analysis.

- › Reading and Southampton consistently produce the highest compensation awards.

- › London remains the UK's largest concentration of Employment Tribunal litigation.

- › Regional differences demonstrate that national averages can conceal important local variation.

6

Representation & Litigation Characteristics

Whether representation makes a difference is more nuanced than headline figures suggest. Remedies, Polkey reductions and costs orders complete the picture.

One of the most common questions asked by Employment Tribunal claimants is whether legal representation makes a meaningful difference. The CaseIntel dataset suggests the answer is more nuanced than many people assume.

At first glance, represented and unrepresented claimants appear to achieve almost identical overall success rates. However, this headline figure masks an important statistical pattern: represented claimants are far more likely to pursue complex claim types, such as discrimination and whistleblowing, where success rates are inherently lower. When similar claim types are compared directly, represented claimants consistently achieve higher success rates and substantially larger compensation awards.

KEY FIGURES

- 2.2× higher median award for represented claimants.
- 3.7× higher median award for barrister-represented claimants compared with self-represented claimants.
- 1 in 819 cases result in reinstatement.
- 20.3% of Polkey reductions eliminate compensation entirely.

Representation Overview

Representation information was available for 64,143 decisions (49.0% of the dataset). Representative type could be identified in 54,223 decisions (41.4%).

Representation	Cases	Success	Median	Mean	Largest
Represented	24,899	43.4%	£5,125	£13,539	£1,009,832
Unrepresented	39,244	43.2%	£2,308	£6,265	£3,449,329

Looking only at overall success rates tells an incomplete story

At first glance, represented and unrepresented claimants appear almost equally likely to succeed: 43.4% versus 43.2%. However, represented claimants are much more likely to bring legally complex claims – such as discrimination and whistleblowing – which have substantially lower baseline success rates. When individual claim types are compared directly, represented claimants consistently outperform unrepresented claimants.

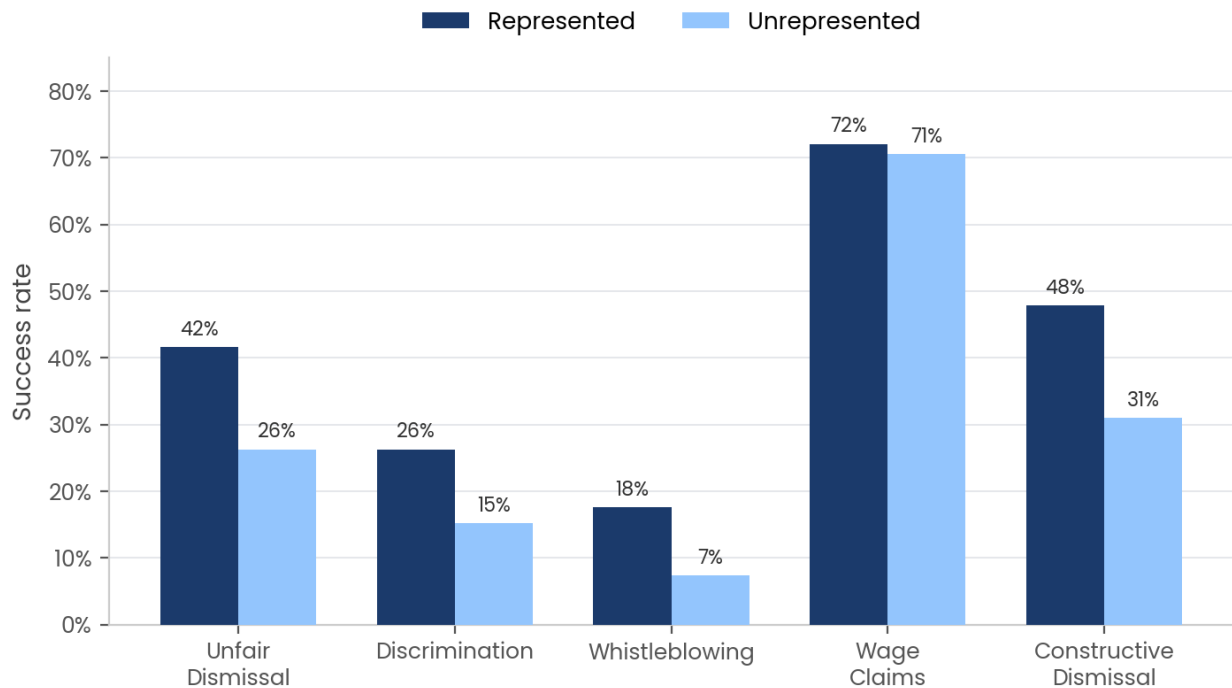


Figure 9. Claimant success rate by claim type: represented versus unrepresented
Source: CaselIntel analysis. Within-claim-type comparison.

Representation improves outcomes across every major claim type

Claim Type	Rep. Rate	Succ. (Rep.)	Succ. (Unrep.)	Med. (Rep.)	Med. (Unrep.)
Unfair Dismissal	45.1%	41.6%	26.3%	£8,910	£5,487
Discrimination	46.4%	26.3%	15.2%	£11,642	£7,128
Whistleblowing	40.7%	17.6%	7.4%	£11,634	£5,000
Wage Claims	19.8%	72.1%	70.6%	£2,084	£1,470
Constructive Dismissal	46.8%	47.9%	31.0%	£10,075	£9,354

Barrister-represented claimants receive the largest awards

The median award for barrister-represented claimants was approximately 3.7 times larger than for litigants representing themselves.

Representative Type	Cases	Success	Median	Mean
Self (litigant in person)	33,955	42.7%	£2,480	£6,789
Barrister	8,916	46.3%	£9,249	£21,505
Solicitor	6,126	43.6%	£6,244	£12,939
Trade Union	2,164	36.1%	£4,150	£8,032

Respondents are represented far more often than claimants

The dataset reveals a substantial imbalance: 75.3% of respondents were represented, compared with 38.8% of claimants – a gap of 36.5 percentage points.

Tribunal Remedies

Reinstatement remains exceptionally rare

Employment Tribunals have the power to order reinstatement. In practice this almost never occurs. Across 130,984 decisions, only 160 reinstatement orders were identified – 0.12% of all published decisions, approximately one case in every 819. Most related to unfair dismissal claims (71.3%).

Claim Type	Reinstatement Orders
Unfair Dismissal	114
Whistleblowing / PIDA	10
Disability Discrimination	9
Constructive Dismissal	8
Unlawful Deduction from Wages	5
Maternity / Pregnancy	5
Race Discrimination	4

Polkey reductions frequently reduce compensation

The dataset identified 1,184 cases involving a recorded Polkey reduction, with a median of 50% and a mean of 57%. Notably, 240 cases (20.3%) involved a 100% reduction, meaning the tribunal concluded the claimant would have been dismissed even with a fair procedure.

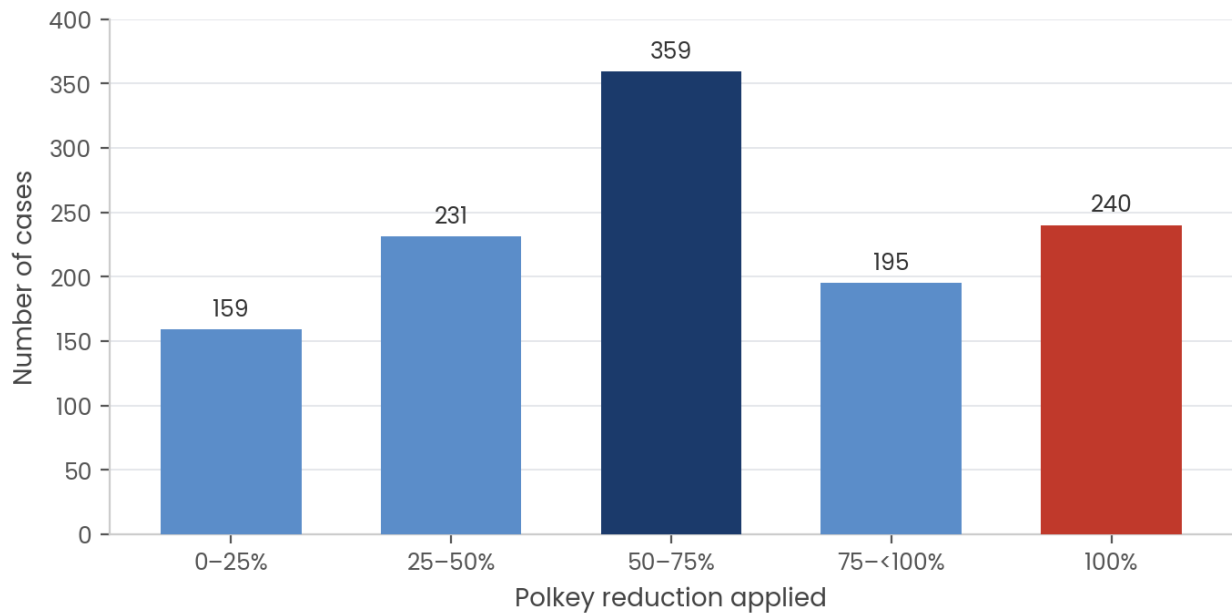


Figure 10. Distribution of Polkey reductions
 Source: CaselIntel analysis of 1,184 cases with a recorded Polkey reduction.

Costs orders remain uncommon

Unlike most civil litigation, costs orders are relatively rare in Employment Tribunals. Only 1,564 were identified, with a modest median of £1,000 – although the largest reached £170,000.

Metric	Value
Costs orders identified	1,564
25th percentile	£330
Median	£1,000
75th percentile	£2,850
Mean	£3,230
Largest costs order	£170,000

What the Data Tells Us

- › Representation is associated with substantially larger compensation awards.
- › Comparing only overall success rates is misleading because represented claimants disproportionately bring more complex claim types.
- › Within every major claim category, represented claimants achieve higher success rates than unrepresented claimants.

- › Respondents are represented almost twice as frequently as claimants.

- › Reinstatement remains one of the rarest remedies in Employment Tribunal litigation.

- › One in five recorded Polkey reductions eliminated compensation entirely.

The historical data does not prove that legal representation causes better outcomes. It does demonstrate that, when similar claim types are compared, represented claimants have consistently achieved higher success rates and larger compensation awards.

7 Methodology

How 130,984 published judgments were collected, structured, validated and analysed – and the limitations readers should bear in mind.

The findings in this report are based on one of the largest structured analyses of published UK Employment Tribunal decisions undertaken to date. Unlike traditional tribunal statistics, which often report only high-level annual figures, this research examines individual judgments at scale.

Dataset Overview

Metric	Value
Published tribunal decisions analysed	130,984
Date range	January 2014 – May 2026
Jurisdictions	England & Wales and Scotland
Decisions with successful AI extraction	130,916 (99.9%)
Benchmark-eligible decisions	54,065

Data Collection

The dataset was compiled from publicly available Employment Tribunal judgments published by HM Courts & Tribunals Service. Every available published decision within the study period was downloaded and processed through a structured extraction pipeline. No sampling techniques were used. Only publicly available judgments were included – cases that settled before judgment, were withdrawn before publication, or were otherwise unpublished are not represented.

Data Processing

Each judgment was processed through an AI-assisted extraction pipeline that converted unstructured legal documents into structured research data, identifying claim types, tribunal outcome, compensation awarded, employer industry, tribunal region and country, legal representation, rem-

edies, costs orders, Polkey reductions, and procedural information where available. Automated quality assurance and validation checks were applied throughout.

Data Coverage

Not every judgment contains every variable. Some record compensation but not representation; others identify the country but not the hearing centre. As a result, different sections are based on different sample sizes, each stated in context.

Variable	Coverage	Notes
Country	100.0%	Most complete field; basis for the most reliable geographic comparison
Outcome (raw value)	99.9%	36.5% resolve to "Unknown" after normalisation
Employer name	99.4%	—
Primary claim type	79.2%	—
Industry	72.7%	Inferred from employer name; 29% fall in "Other"
Claimant representation	49.0%	Partial coverage
Tribunal region	41.1%	Major limitation for regional analysis
Compensation award	23.6%	Present only where a remedy was determined and stated

Statistical Approach

The report focuses primarily on median compensation rather than mean. Employment Tribunal awards are highly skewed: a small number of exceptionally large awards can substantially increase the average, making it less representative. Median awards therefore provide a better indication of a typical outcome, with mean awards reported alongside to show the distribution. Minimum sample thresholds were applied to all rankings: 30 known outcomes for success rates, 10 positive awards for compensation, 50 cases per industry, and 200 cases per tribunal region.

Quality Assurance

Steps taken to improve reliability included automated validation during extraction, consistency checks across variables, duplicate detection using deterministic hash-based identifiers, standardisation of claim types and outcomes, normalisation of compensation figures, and manual spot checks against original judgments. Headline statistics were independently recalculated from the underlying data and reconciled. Despite these safeguards, no large-scale dataset is entirely free from error.

Limitations

- **Published decisions only.** Many disputes settle, are withdrawn, or are otherwise unpublished. This report analyses published decisions rather than every claim brought.
- **Outcome unknown for 36.5% of cases.** Predominantly preliminary hearings and case management orders. All success-rate figures use only cases with a known outcome.
- **Variable coverage differs.** Country is near-complete; tribunal region and representation are recorded less frequently. Each section states its sample size.
- **Industry is AI-inferred** from employer name; 29% of classified cases fall in “Other”.
- **Historical analysis.** Changes in legislation or practice may influence future outcomes. Historical patterns are context, not predictions.
- **Association is not causation.** The relationships described are statistical associations and should not be read as proving direct cause and effect.

Reproducibility

The methodology has been designed so that future editions can be produced using the same extraction and validation process. As additional judgments are published, the dataset can be expanded and refreshed, allowing future reports to track how tribunal outcomes evolve while maintaining a consistent methodology.

8

Frequently Asked Questions

Concise answers to the questions most often asked about this research.

Does this report include every Employment Tribunal case?

No. The research analyses published Employment Tribunal decisions. Many disputes settle before a judgment is published or are otherwise not publicly available. The report reflects published decisions rather than every claim brought in Great Britain.

Why do some sections use different sample sizes?

Not every judgment records every variable. Country information is available for almost the entire dataset, while tribunal region and representation are recorded less consistently. Each section states the number of cases included.

Why are median awards used instead of average awards?

Employment Tribunal compensation is highly skewed. A small number of exceptionally large awards can significantly increase the average, making it less representative of a typical case. The report primarily uses median awards, while also publishing means to illustrate the distribution.

Does a higher success rate mean my claim is likely to succeed?

No. The statistics describe historical outcomes across thousands of decisions. Every claim is unique and outcomes depend on the evidence, the legal issues and the specific facts of the dispute.

Does legal representation guarantee a better outcome?

No. The research identifies statistical associations rather than cause and effect. Represented claimants often pursue more complex claims, making simple comparisons misleading. Within comparable claim types, represented claimants generally achieved higher historical success rates and larger awards, but representation alone cannot determine an individual outcome.

Why are some industries grouped as “Other”?

Employer industry cannot always be identified reliably from published judgments. Where a confident classification could not be made, employers were grouped into “Other” to preserve data quality. This category is excluded from rankings where appropriate.

Can I rely on these statistics as legal advice?

No. This report is intended for research and educational purposes only. It provides historical context based on published decisions and should not be treated as legal advice. Anyone considering proceedings should obtain advice appropriate to their circumstances.

How often will this report be updated?

CaseIntel intends to update this research periodically as new judgments become available, allowing trends to be tracked over time while maintaining a consistent methodology.

9

Conclusion

There is no such thing as an “average” Employment Tribunal claim.

Employment Tribunal litigation is considerably more complex than headline statistics often suggest. Across more than 130,000 published decisions, this research demonstrates that outcomes vary substantially according to claim type, employer industry, tribunal region, legal representation and other characteristics recorded within judgments.

Several consistent themes emerge. Some claim types succeed frequently but produce relatively modest awards, while others succeed far less often yet generate substantially higher compensation. Industries differ markedly in both claimant success and financial outcomes. Regional variation remains significant, and legal representation appears closely associated with larger compensation awards when comparable claims are examined.

These findings reinforce an important point: there is no such thing as an “average” Employment Tribunal claim. Meaningful comparisons require historical cases that genuinely resemble the dispute being considered. As additional judgments are published, the dataset will continue to grow, enabling future editions of this report to provide an increasingly comprehensive picture of Employment Tribunal litigation across Great Britain.

Key Takeaways

130,984

DECISIONS ANALYSED

39.9%

CLAIMANT SUCCESS
RATE

£2,594

MEDIAN AWARD

0.12%

RESULTED IN REINSTATE-
MENT

10 About CaseIntel

Making Employment Tribunal data more accessible, transparent and useful.

CaseIntel is a legal technology platform designed to help claimants, employers and advisers better understand Employment Tribunal claims using historical tribunal data. Our tools combine structured analysis of published judgments with statistical benchmarking to provide insights based on comparable historical cases.

Rather than relying solely on national averages, CaseIntel enables users to explore how claims similar to theirs have historically performed. Current tools include the **Claim Success Checker**, the **Tribunal Outcome Predictor** and the **Settlement Offer Checker**.

Employment Tribunal Statistics 2026 · Version 1.0

Based on 130,984 published Employment Tribunal decisions spanning January 2014 to May 2026.

Copyright & Version Information

Employment Tribunal Statistics 2026

Version 1.0 · Published June 2026

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Suggested citation: CaseIntel (2026). *Employment Tribunal Statistics 2026: An Analysis of 130,984 Published Employment Tribunal Decisions*. Version 1.0. CaseIntel Research.