

Diversity data relating to Social Work England's fitness to practise process (as at 31 March 2023)

Introduction

In 2023, we published [a report](#) that set out our initial analysis of the diversity data we collected from social workers. This explores the data we collected up until 31 March 2023. It provided an initial picture of what this data tells us about:

- fitness to practise referrals
- progression through our fitness to practise process

This analysis indicated that the following social workers are overrepresented:

- social workers aged 40 and over
- male social workers
- social workers who have a Black / African / Caribbean / Black British ethnicity

These groups were over represented in referrals, progression rates through the system, and in the cases referred to hearing.

We are sharing the figures for the key findings, as well as full data tables for all aspects of diversity that we have collected data for. You can [read a full breakdown of the demographics of the register](#).

Referrals received by us and cases reaching hearing

Between 2 December 2019 and 31 March 2023, we received 5,422 fitness to practise referrals that were linked to a social worker. Some of these cases will still be under investigation and may not yet have a decision at triage or case examination. In the same time period, 343 cases have been referred to a hearing.

To understand overrepresentation in the referrals we received and in the cases that get referred to hearing, we looked at the percentage of cases by group and compared to the representation of that group on the register.

Percentage of referrals and cases referred to hearing by characteristic

Characteristic	Group	Percentage of social workers on the register	Percentage of referrals we received	Percentage of cases referred to a hearing
Age	40 and over	66%	71%	82%
Gender identity	Male	17%	21%	31%
Ethnicity	Black / African / Caribbean / Black British	16%	18%	32%

Case progression rates

To understand the progression of social workers' cases through our fitness to practise process, we looked at 2 key points in the process:

1. triage to investigation
2. case examination to hearing

We considered the percentage of decisions we made to progress cases, and the percentage of decisions we made to close cases.

Case progression rates from triage to investigation

Case progression rates for all cases

All cases	Percentage of cases progressed from triage to investigation
All cases	41%

Case progression rates by age

Age	Percentage of cases progressed from triage to investigation
40 and over	43%
Under 40	34%

Case progression rates by gender identity

Gender identity	Percentage of cases progressed from triage to investigation
Male	53%
Female	37%

Case progression rates by ethnicity

Ethnicity	Percentage of cases progressed from triage to investigation
Black / African / Caribbean / Black British	50%
White	34%

Case progression rates from case examination to hearing

Case progression rates for all cases

All cases	Percentage of cases progressed from case examiner to hearing
All cases	32%

Case progression rates by age

Age	Percentage of cases progressed from case examiner to hearing
40 and over	33%
Under 40	26%

Case progression rates by gender identity

Gender identity	Percentage of cases progressed from case examiner to hearing
Male	37%
Female	30%

Case progression rates by ethnicity

Ethnicity	Percentage of cases progressed from case examiner to hearing
Black / African / Caribbean / Black British	36%
White	19%

Full data tables

Referrals received by us

Number of referrals by age

Age	Register	Referrals received
29 or under	9,110	288
30 to 39	24,867	1,263
40 to 49	26,211	1,501
50 to 59	25,662	1,590
60 and over	13,717	780

Number of referrals by gender identity

Gender identity	Register	Referrals received
Female	82,705	4,246
Male	16,775	1,169
Prefer not to say	53	4
Prefer to self-describe	34	3

Number of referrals by ethnicity

Ethnicity	Register	Referrals received
Asian / Asian British	5,871	299
Black / African / Caribbean / Black British	15,268	877
Mixed / Multiple Ethnic groups	3,418	174
Other Ethnic group	510	35
White	66,066	3,299

Ethnicity	Register	Referrals received
Prefer not to say	2,112	127
Unknown	6,322	611

Number of referrals by disability

Disability	Register	Referrals received
No	80,015	4,032
Yes	9,022	542
Prefer not to say	4,709	279
Unknown	5,821	569

Number of referrals by gender identity same as sex at birth

Gender identity same as sex at birth	Register	Referrals received
No	6,146	330
Yes	83,847	4,270
Prefer not to say	3,573	244
Unknown	6,001	578

Number of referrals by sexual orientation

Sexual orientation	Register	Referrals received
Bisexual	2,176	114
Gay man	1,263	90
Gay woman	1,987	105
Heterosexual	79,716	4,060
Prefer not to say	7,855	442
Prefer to self-describe	525	27
Unknown	6,045	584

Number of referrals by religion or belief

Religion or belief	Register	Referrals received
Buddhism	723	39

Religion or belief	Register	Referrals received
Christianity	40,612	2,157
Hinduism	800	41
Islam	3,474	186
Judaism	463	31
Sikhism	818	37
None	37,486	1,848
Other	1,954	101
Prefer not to say	7,212	398
Unknown	6,025	584

Triage outcomes

Number of triage outcomes by age

Age	Cases closed	Cases progressed to investigation
29 or under	131	72
30 to 39	640	329
40 to 49	664	479
50 to 59	714	541
60 and over	351	295

Number of triage outcomes by gender identity

Gender identity	Cases closed	Cases progressed to investigation
Female	2,059	1,220
Male	439	492
Prefer not to say	2	2
Prefer to self-describe	0	2

Number of triage outcomes by ethnicity

Ethnicity	Cases closed	Cases progressed to investigation
Asian / Asian British	142	91
Black / African / Caribbean / Black British	340	335
Mixed / Multiple Ethnic groups	81	49
Other Ethnic group	14	14
White	1,653	860
Prefer not to say	54	45
Unknown	216	322

Number of triage outcomes by disability

Disability	Cases closed	Cases progressed to investigation
No	1,947	1,132
Yes	236	172
Prefer not to say	113	111
Unknown	204	301

Number of triage outcomes by gender identity same as sex at birth

Gender identity same as sex at birth	Cases closed	Cases progressed to investigation
No	148	97
Yes	2,043	1,216
Prefer not to say	103	94
Unknown	206	309

Number of triage outcomes by sexual orientation

Sexual orientation	Cases closed	Cases progressed to investigation
Bisexual	46	37
Gay man	34	28
Gay woman	51	27

Sexual orientation	Cases closed	Cases progressed to investigation
Heterosexual	1,961	1,145
Prefer not to say	186	159
Prefer to self-describe	15	9
Unknown	207	311

Number of triage outcomes by religion or belief

Religion or belief	Cases closed	Cases progressed to investigation
Buddhism	12	15
Christianity	989	659
Hinduism	15	19
Islam	85	59
Judaism	16	9
Sikhism	18	11
None	954	444
Other	50	36
Prefer not to say	155	153
Unknown	206	311

Case examiner outcomes

Number of case examiner outcomes by gender identity

Age	Cases closed with no impairment	Cases closed with accepted disposal	Cases referred to a hearing
29 or under	20	12	13
30 to 39	121	25	49
40 to 49	171	50	100
50 to 59	191	32	113
60 and over	96	26	68

Number of case examiner outcomes by gender identity

Gender identity	Cases closed with no impairment	Cases closed with accepted disposal	Cases referred to a hearing
Female	461	101	236
Male	137	44	105
Prefer not to say	0	0	1
Prefer to self-describe	1	0	1

Number of case examiner outcomes by ethnicity

Ethnicity	Cases closed with no impairment	Cases closed with accepted disposal	Cases referred to a hearing
Asian / Asian British	30	8	17
Black / African / Caribbean / Black British	98	31	71
Mixed / Multiple Ethnic groups	17	3	10
Other Ethnic group	3	2	6
White	377	74	106
Prefer not to say	16	3	9
Unknown	58	24	124

Number of case examiner outcomes by disability

Disability	Cases closed with no impairment	Cases closed with accepted disposal	Cases referred to a hearing
No	452	104	173
Yes	60	8	24
Prefer not to say	36	9	24
Unknown	51	24	122

Number of case examiner outcomes by gender identity same as sex at birth

Gender identity same as sex at birth	Cases closed with no impairment	Cases closed with accepted disposal	Cases referred to a hearing
No	45	9	16
Yes	466	105	185

Gender identity same as sex at birth	Cases closed with no impairment	Cases closed with accepted disposal	Cases referred to a hearing
Prefer not to say	37	7	17
Unknown	51	24	125

Number of case examiner outcomes by sexual orientation

Sexual orientation	Cases closed with no impairment	Cases closed with accepted disposal	Cases referred to a hearing
Bisexual	12	2	6
Gay man	11	4	3
Gay woman	11	3	1
Heterosexual	453	101	175
Prefer not to say	58	10	31
Prefer to self-describe	1	0	1
Unknown	53	25	126

Number of case examiner outcomes by religion or belief

Religion or belief	Cases closed with no impairment	Cases closed with accepted disposal	Cases referred to a hearing
Buddhism	7	3	1
Christianity	242	52	120
Hinduism	6	1	6
Islam	21	2	9
Judaism	4	2	0
Sikhism	196	39	48
None	8	5	7
Other	2	3	2
Prefer not to say	57	14	26
Unknown	56	24	124