



Department
for Education

Independent Review of Social Work Regulation: call for evidence

Government call for evidence

Launch date 5 November 2025

Respond by 26 November 2025

Contents

Introduction	4
Who this is for	4
Issue date	4
Enquiries	5
Additional copies	5
The response	5
About this call for evidence	6
Respond online	6
Other ways to respond	6
Deadline	6
Call for evidence	7
Section 1 – About You	7
Section 1; Academic	7
Section 1; Education and training providers	8
Section 1; Trainee/Students	9
Section 1; Responding as a social worker	11
Section 1; Responding as a social worker manager	12
Section 1; Retired or former social worker	13
Section 1; Employer	18
Section 1; Organisation representing employers or social workers	19
Section 1; Children or young adult (under 18)	23
Section 1; Members of the public with care services experience	23
Section 1; Members of the public	24
Section 1; Other	25
Section 1; Retired or former social worker professional standards	25
Section 1; Social workers	26
Section 1; Social worker professional standards	31
Section 1; Social worker referral	32
Section 1; Social worker referred	33
Section 1; Social worker Fitness to Practise	33

Section 1; Organisation representing employers or social workers professional standards	35
Section 1; Organisation representing employers or social workers referrals	36
Section 1; Organisation representing employers or social workers accepted disposals	37
Section 1; Organisation representing employers or social workers accepted disposals statements	37
Organisation representing employers or social workers FTP	38
Section 1; Child or young adult with a social worker previously	40
Section 1; Children or young adults (under 18) conclusion	41
Section 1; Public experiences of Fitness to Practise	42
Section 2 - Social Work England	44
Section 3 - Equalities Act	46
Your characteristics	47
Additional Comments	48

Introduction

This call for evidence provides you with an opportunity to share your views with the people conducting an Independent Review of Social Work Regulation.

Dame Annie Hudson has been appointed to lead this Review. This Independent Review must explore the key factors government should consider in ensuring that the regulation of social work is fit for purpose, and benefits both the professionals it oversees and the individuals it aims to protect. **The terms of reference for the Review can be found here:** <https://www.gov.uk/government/groups/independent-review-of-social-work-regulation>.

Dame Annie Hudson is keen to hear views from a broad range of organisations, experts and individuals.

Your responses will help provide an evidence base for the Independent Review.

Who this is for

- Academics, or academic or research organisations
- Education/training providers for social workers
- Social worker trainees/students
- Practising social workers
- Social work managers
- Retired or former social workers
- Organisations that employ social workers
- Organisations that represent employers – for example local authority leadership organisations
- Organisations that represent employees – for example, trade unions
- Children (under 18 years old) who have, or have had, a social worker
- Adult members of the public who have experience of children or adults social care services through engagement with a social worker or who has a family member or friend who has been supported by a social worker
- Members of the public who have no personal experience of social care services through engagement with a social worker

Issue date

The call for evidence was issued on 5 November 2025.

Enquiries

If your enquiry is related to the policy content of the call for evidence you can email:

Socialworkregulation.REVIEW@education.gov.uk

If your enquiry is related to the DfE e-consultation website or the consultation process in general, you can contact the DfE Ministerial and Public Communications Division by email: coordinator.consultations@education.gov.uk, telephone: 0370 000 2288 or via the [DfE Contact us page](#).

Additional copies

Additional copies are available electronically and can be downloaded from [GOV.UK DfE call for evidences](#).

The response

The Independent Review of Social Work Regulation final report - which will include analysis of the call for evidence - and the department's response to the Review, will be laid in Parliament and [published on GOV.UK](#) in Spring 2026.

About this call for evidence

This call for evidence provides you with an opportunity to share your views with the people conducting an Independent Review of Social Work Regulation. **It asks a number of questions about your views and experience of social work, social work regulation and the regulator, Social Work England.**

Responses will be analysed to support Dame Annie, the Review Team and the Review's expert advisory group in assessing social work regulation and the operation of Social Work England, and will inform the Review's findings and recommendations.

Respond online

To help us analyse the responses please use the online system wherever possible. Visit [DfE call for evidences on GOV.UK](https://gov.uk/consult/edeposit) to submit your response.

Other ways to respond

If for exceptional reasons, you are unable to use the online system, for example because you use specialist accessibility software that is not compatible with the system, you may request an alternative format of the form.

By email

Socialworkregulation.REVIEW@education.gov.uk

By post

Independent Review of Social Work Regulation Team
c/o Robbie Roberts
Piccadilly Gate
Store Street
Manchester
M1 2WD

Deadline

The call for evidence closes on 26 November 2025.

Call for evidence

Section 1 – About You

The following questions capture information about your position in the social work sector.

Question 1. Please tell us in what capacity you are primarily responding

Select one option

- ☐ As an academic, or on behalf of an academic or research organisation
- ☐ As an education/training provider for social workers
- ☐ As a social worker trainee/student
- ☐ As a practising social worker
- ☐ As a social work manager
- ☐ As a retired or former social worker
- ☐ On behalf of an organisation that employs social workers
- ☐ On behalf of an organisation that represents employers – for example local authority leadership organisations
- ☐ On behalf of an organisation that represents employees – for example, trade unions
- ☐ As a child (under 18 years old) who has, or has had, a social worker
- ☐ As an adult member of the public who has experience of children or adults social care services through engagement with a social worker or who has a family member or friend who has been supported by a social worker
- ☐ As a member of the public who has no personal experience of social care services through engagement with a social worker
- ☐ Other

Section 1; Academic

The following question is for those that selected “As an academic, or on behalf of an academic or research organisation” in Section 1 – About You.

Question AC01. If you are responding on behalf of an employer or another organisation, what is its name?

(Open short text box)

Once completed these questions move on to Section 2 – Social Work England.

Section 1; Education and training providers

The following questions are for those that selected “As an education/training provider for social workers” in Section 1 – About You.

Question ET01a. To what extent do you agree that the social work education and training standards support providers to prepare students/trainees for the job of a social worker?

Select one option

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

Question ET01b. Briefly explain the reasons for your selection above. Please provide any evidence (including any supporting weblinks) to support your view.

(Open free text box is provided to respond to this question and has a 3000 character limit)

Question ET02. To what extent do you agree that the Education Quality Assurance process supports the delivery of high-quality social work education and training?

Select one option

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

Question ET02b. Briefly explain the reasons for your selection above. Please provide any evidence (including any supporting weblinks) to support your view.

(Open free text box is provided to respond to this question and has a 3000 character limit)

Question ET03. If you are responding on behalf of an employer or another organisation, what is its name?

(Open short text box)

Once completed these questions move on to Section 2 – Social Work England.

Section 1; Trainee/Students

The following questions are for those that selected “As a social worker trainee/student” in Section 1 – About You.

Question TS01. What route are you undertaking to qualify as a social worker?

Select one option

- ☐ Undergraduate Degree
- ☐ Postgraduate Degree
- ☐ Postgraduate Diploma
- ☐ Degree apprentice
- ☐ Step up to social work
- ☐ Frontline (Approach Social Work)
- ☐ Think ahead
- ☐ Other, please specify below:

(Open short text box)

Question TS02. To what extent do you agree with the following statements:

My education/training is giving me a good understanding of the role I will take on when I enter the workplace.

Select one option

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

My education/training is giving me the skills I will need to work directly with children and families and/or adults.

Select one option

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

My education/training is giving me the skills I will need to do my job effectively.

Select one option

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

Question TS02b. Briefly explain the reasons for your selections above. Please provide any evidence (including any supporting weblinks) to support your view.

(Open free text box is provided to respond to this question and has a 3000 character limit)

Question TS03. Prior to this survey, were you aware of Social Work England, the regulator for social work?

Select one option

- ☐ Yes
- ☐ No

Question TS04. How confident are you in Social Work England as a regulator for social workers?

Select one option

- ☐ Extremely confident
- ☐ Very confident
- ☐ Moderately confident
- ☐ Slightly confident
- ☐ Not confident at all
- ☐ Don't know

Question TS05. Which of the following do you think are responsibilities of Social Work England?

Tick all that apply

- ☐ To set professional standards for social workers
- ☐ To keep a register of qualified social workers
- ☐ To require social workers to keep their skills and knowledge up to date
- ☐ To set and assess the standards for the initial training and education for social workers
- ☐ To investigate concerns raised about social workers
- ☐ To be the voice of social workers
- ☐ To campaign on issues important to social work
- ☐ To help recruit new social workers

- None of these
- Don't know

Once completed these questions move on to Section 2 – Social Work England.

Section 1; Responding as a social worker

The following question is for those that selected “As a practising social worker” in Section 1 – About You.

Question SW01a. What area of social work practice do you predominantly work in?

Select one option

- Adult - hospital/hospice work
- Adult - learning disabilities
- Adult - mental health
- Adult - older people
- Adult - physical disabilities
- Child protection
- Children with disabilities
- Children's hospital social work
- CAFCASS
- Court services
- Criminal justice
- Early Intervention/Family Help/Child in need
- Fostering
- Special guardianship
- Adoption
- Residential care for children (children's homes or supported accommodation)
- Residential care for families (residential family centres)
- Kinship
- Looked after children (other)
- Leaving care post 18+
- Unaccompanied asylum seekers and refugees
- Youth justice
- Charity sector
- Other (please specify below)

If other is selected please provide a brief description of the social work practice

(Open short text box)

Once completed this question, move on to Section 1; Social workers.

Section 1; Responding as a social worker manager

The following question is for those that selected “As a social work manager” in Section 1 – About You.

Question SW01b. What area of social work practice do you predominantly work in?

Select one option

- ☐ Adult - hospital/hospice work
- ☐ Adult - learning disabilities
- ☐ Adult - mental health
- ☐ Adult - older people
- ☐ Adult - physical disabilities
- ☐ Child protection
- ☐ Children with disabilities
- ☐ Children's hospital social work
- ☐ Best Interest Assessor (BIA)
- ☐ Approved Mental Health Professional (AMHP) Service
- ☐ CAFCASS
- ☐ Court services
- ☐ Criminal justice
- ☐ Early Intervention/Family Help/Child in need
- ☐ Fostering
- ☐ Special guardianship
- ☐ Adoption
- ☐ Residential care for children (children's homes or supported accommodation)
- ☐ Residential care for families (residential family centres)
- ☐ Kinship
- ☐ Looked after children (other)
- ☐ Leaving care post 18+
- ☐ Unaccompanied asylum seekers and refugees
- ☐ Youth justice
- ☐ Charity Sector
- ☐ Independent
- ☐ Other (please specify below)

If other is selected please provide a brief description of the social work practice

(Open short text box)

Once completed this question, move on to Section 1; Social workers.

Section 1; Retired or former social worker

The following question is for those that selected “As a retired or former social worker” in Section 1 – About You.

Question R01. What area of social work practice did you work in?

Select one option

- ☐ Adult - hospital/hospice work
- ☐ Adult - learning disabilities
- ☐ Adult - mental health
- ☐ Adult - older people
- ☐ Adult - physical disabilities
- ☐ Child protection
- ☐ Children with disabilities
- ☐ Children's hospital social work
- ☐ Best Interest Assessor (BIA)
- ☐ Approved Mental Health Professional (AMHP) Service
- ☐ CAFCASS
- ☐ Court services
- ☐ Criminal justice
- ☐ Early Intervention/Family Help/Child in need
- ☐ Fostering
- ☐ Special guardianship
- ☐ Adoption
- ☐ Residential care for children (children's homes or supported accommodation)
- ☐ Residential care for families (residential family centres)
- ☐ Kinship
- ☐ Looked after children (other)
- ☐ Leaving care post 18+
- ☐ Unaccompanied asylum seekers and refugees
- ☐ Youth justice
- ☐ Charity Sector
- ☐ Independent
- ☐ Other (please specify below)

If other selected then please provide a brief description of the social work practice you worked in

(Open short text box)

Question R02. Did you qualify as a social worker internationally (outside the UK)?

Select one option

- ☐ Yes
- ☐ No

Question R03. How did you qualify as a social worker?

Select one option

- ☐ Undergraduate Degree
- ☐ Postgraduate Degree
- ☐ Postgraduate Diploma
- ☐ Degree apprentice
- ☐ Step up to social work
- ☐ Frontline
- ☐ Think ahead
- ☐ Other (please specify below)

If other is selected please provide a brief description of your social work qualification route

(Open short text box)

Question R04. What year did you qualify as a social worker?

Please enter the year you qualified as a social worker

(Open short text box)

Question R05. To what extent do you agree with the following statements:

My initial education/training as a social worker gave me a good understanding of the role I would take on when I entered the workplace

Select one option

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

My initial education/training as a social worker gave me the skills I needed to work directly with children and families and/or adults

Select one option

- ☐ Strongly agree
- ☐ Agree

- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

I had the skills I needed to do my job effectively

Select one option

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

Question R06. Are you confident in Social Work England as a regulator for social workers?

Select one option

- ☐ Extremely confident
- ☐ Very confident
- ☐ Moderately confident
- ☐ Slightly confident
- ☐ Not confident at all
- ☐ Don't know

Question R07. Which of the following do you think are responsibilities of Social Work England?

Tick all that apply

- ☐ To set professional standards for social workers
- ☐ To keep a register of qualified social workers
- ☐ To require social workers to keep their skills and knowledge up to date
- ☐ To set and assess the standards for the initial training and education for social workers
- ☐ To investigate concerns raised about social workers
- ☐ To be the voice of social workers
- ☐ To campaign on issues important to social work
- ☐ To help recruit new social workers
- ☐ None of these
- ☐ Don't know

Question R08. If applicable, thinking about when you first registered on the Social Work England register, to what extent do you agree with the following statements:

The registration process is proportionate to the level of protection and trust it gives the public

Select one option

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Not applicable

The registration process is simple to complete

Select one option

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Not applicable

Question R09. If applicable, thinking about when you last renewed your registration on the Social Work England register, to what extent do you agree with the following statements:

The registration process is proportionate to the level of protection and trust it gives the public

Select one option

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Not applicable

The registration process is simple to complete

Select one option

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree

- ☐ Disagree
- ☐ Strongly disagree
- ☐ Not applicable

Question R10. If applicable, thinking about when you last reinstated your registration on the Social Work England register (following a period of not being registered), to what extent do you agree with the following statements:

The registration process is proportionate to the level of protection and trust it gives the public

Select one option

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Not applicable

The registration process is simple to complete

Select one option

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Not applicable

Question R11. To what extent do you agree with the following statements:

The process for recording CPD was straightforward

Select one option

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Not applicable

The requirement to record CPD supported me and my employer to make time to undertake CPD

Select one option

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Not applicable

The requirement to record CPD meant I undertook meaningful development activity that supported my practice as a social worker

Select one option

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Not applicable

Question R12. Are you familiar with the professional standards for social workers?

More information - Professional Standards are the standards that set out what a social worker in England must know, understand and be able to do. They can be found on Social Work England's website:

<https://www.socialworkengland.org.uk/standards/professional-standards/>.

- ☐ Yes
- ☐ No

If responding “Yes” to Question R12. Are you familiar with the professional standards for social workers will navigate, then move on to Section 1; Retired or former social worker professional standards.

If responding “No” to Question R12. Are you familiar with the professional standards for social workers will navigate, then move on to Section 1; Social worker referral.

Section 1; Employer

The following question is for those that selected “On behalf of an organisation that employs social workers” in Section 1 – About You.

Question ESW01. Please advise the type of organisation your are responding on behalf of.

Select one option

- ☐ Local authority
- ☐ Charity (other than hospices)
- ☐ Hospice
- ☐ NHS trust
- ☐ Criminal justice services
- ☐ Education provider
- ☐ Other (please specify below)

As other has been selected above, there is a requirement to provide a brief description of the capacity in which you are responding

(Open short text box)

Once completed this question, move on to Section 1; Organisation representing employers or social workers.

Section 1; Organisation representing employers or social workers

The following questions are for those that selected one of “On behalf of an organisation that employs social workers”; “On behalf of an organisation that represents employers – for example local authority leadership organisations”; “On behalf of an organisation that represents employees – for example, trade unions” in Section 1 – About You.

Question E01. If you are responding on behalf of an employer or another organisation, what is its name?

Please provide the name of the organisation you are responding on behalf, if applicable

(Open short text box)

Question E02. To what extent do you agree with the following statements:

The qualifying routes to social work give new social workers a good understanding of the role they will take on when they enter the workplace

Select one option

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree

- ☐ Disagree
- ☐ Strongly disagree

The qualifying routes to social work give new social workers the skills they need to work directly with children and families and/or adults

Select one option

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

The qualifying routes to social work give new social workers the skills they need to do their job effectively

Select one option

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

Question E03. Do you have a view on which of the qualifying routes into social work are best preparing new social workers for their role (e.g. undergraduate degree, postgraduate degree, fast track routes etc)?

(Open free text box is provided to respond to this question and has a 3000 character limit)

Question E04. Thinking about newly qualified social workers, to what extent do you agree with the following statements:

The registration process is proportionate to the level of protection and trust it gives the public

Select one option

- ☐ Completely
- ☐ Very much
- ☐ Moderately
- ☐ Slightly
- ☐ Not at all
- ☐ Don't know

The registration process is simple to complete

Select one option

- ☐ Completely
- ☐ Very much
- ☐ Moderately
- ☐ Slightly
- ☐ Not at all
- ☐ Don't know

Question E05. Thinking about oversees social workers, to what extent do you agree with the following statements:

The registration process is proportionate to the level of protection and trust it gives the public

Select one option

- ☐ Completely
- ☐ Very much
- ☐ Moderately
- ☐ Slightly
- ☐ Not at all
- ☐ Don't know

The registration process is simple to complete

Select one option

- ☐ Completely
- ☐ Very much
- ☐ Moderately
- ☐ Slightly
- ☐ Not at all
- ☐ Don't know

Question E06. Thinking about re-registering social workers after a period where registration has stopped or lapsed, to what extent do you agree with the following statements:

The registration process is proportionate to the level of protection and trust it gives the public

Select one option

- ☐ Completely
- ☐ Very much
- ☐ Moderately
- ☐ Slightly
- ☐ Not at all
- ☐ Don't know

The registration process is simple to complete

Select one option

- ☐ Completely
- ☐ Very much
- ☐ Moderately
- ☐ Slightly
- ☐ Not at all
- ☐ Don't know

Question E07. To what extent do you agree with the following statements:

The requirement to record CPD supports managers to make time for staff to undertake meaningful professional development

Select one option

- ☐ Completely
- ☐ Very much
- ☐ Moderately
- ☐ Slightly
- ☐ Not at all
- ☐ Don't know

The requirement to record CPD helps ensure staff can undertake training that supports their practice as a social worker

Select one option

- ☐ Completely
- ☐ Very much
- ☐ Moderately
- ☐ Slightly
- ☐ Not at all
- ☐ Don't know

Question E08. Are you familiar with the professional standards for social workers?

More information - Professional Standards are the standards that set out what a social worker in England must know, understand and be able to do. They can be found on Social Work England's website:

<https://www.socialworkengland.org.uk/standards/professional-standards/>.

- ☐ Yes
- ☐ No

If responding “Yes” to Question E08. Are you familiar with the professional standards for social workers, then move on to Section 1; Organisation representing employers or social workers professional standards.

If responding “No” to Question E08. Are you familiar with the professional standards for social workers, then move on to Section 1; Organisation representing employers or social workers referrals.

Section 1; Children or young adult (under 18)

The following question is for those that selected “As a child (under 18 years old) who has, or has had, a social worker” in Section 1 – About You.

Question C01. Do you have a social worker?

Select one option

- ☐ Yes
- ☐ No, but I had one in the last six years
- ☐ No, but I had one longer than six years ago
- ☐ No, I've never had one

If responding Question C01. Do you have a social worker as one of Yes; No, but I had one in the last six years; No, but I had one longer than six years ago, then move on to Section 1; Child or young adult with a social worker previously.

If responding to Question C01. Do you have a social worker as No, I've never had one, then move on to Section 1; Children or young adults (under 18) conclusion.

Section 1; Members of the public with care services experience

The following question is for those that selected “As an adult member of the public who has experience of children or adults social care services through engagement with a

social worker or who has a family member or friend who has been supported by a social worker” in Section 1 – About You.

Question P01. What is your personal experience of social care services?

Select all that apply

- ☐ I am a parent or carer of a child who has a social worker
- ☐ I am an adult who has left care
- ☐ I am an adult who had a social worker as a child but was not in care
- ☐ I have engaged with adult social care services
- ☐ Prefer not to say

Once completed this question, move on to Section 1; Members of the public.

Section 1; Members of the public

The following questions are for those that selected either “As an adult member of the public who has experience of children or adults social care services through engagement with a social worker or who has a family member or friend who has been supported by a social worker”; “As a member of the public who has no personal experience of social care services through engagement with a social worker” in Section 1 – About You.

Select all that apply

- ☐ They must complete a recognised training course or qualification
- ☐ They are required to keep their knowledge and skills up to date
- ☐ They are monitored by a regulatory body
- ☐ They have professional indemnity insurance (i.e. that have insurance that means a lawyer will support them if someone makes a claim against them)
- ☐ Their professional details are publicly available (e.g. name, registration number and area of employment)
- ☐ Don't know
- ☐ None of these

Question P03. How confident are you in a social workers ability to do their job?

Select one option

- ☐ Completely confident
- ☐ Fairly confident
- ☐ Fairly unconfident
- ☐ Not confident at all
- ☐ Don't know

Please provide the rationale for your response:

(Open free text box is provided to respond to this question and has a 3000 character limit)

Question P04. Prior to this survey, were you aware of Social Work England, the regulator for Social Work?

Select one option

- ☐ Yes
- ☐ No

Question P05. Have you been involved in a fitness to practice investigation, for example, reporting a social worker to the regulator?

Select one option

- ☐ Yes
- ☐ No

If responding to P05. Have you been involved in a fitness to practice investigation, for example, reporting a social worker to the regulator as “Yes”, then move on to Section 1; Public experiences of Fitness to Practise.

If responding to P05. Have you been involved in a fitness to practice investigation, for example, reporting a social worker to the regulator as “No”, then move on to Section 2 – Social Work England.

Section 1; Other

The following question is for those that selected “Other” in Section 1 – About You.

Question 1 Other. If other is selected then please provide a brief description of the capacity in which you are responding

(Open short text box)

Once completed this question, move on to Section 2 – Social Work England.

Section 1; Retired or former social worker professional standards

These questions are for those that responded “Yes” to Question R12. Are you familiar with the professional standards for social workers in Section 1; Retired or former social worker.

Question R12b. To what extent do you agree with the following statements:

Professional standards helped me to understand the knowledge, skills and behaviours I needed to do my job

Select one option

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

Professional standards helped to support a high level of care and service for clients

Select one option

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

Professional standards supported my professional development and identified areas for improvement and growth

Select one option

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

Once completed this question, move on to Section 1; Social worker referral.

Section 1; Social workers

The following questions are for those that selected one of “As a practising social worker”; “As a social work manager” in Section 1 – About You.

Question SW02. Did you qualify as a social worker internationally (outside the UK)?

Select one option

- ☐ Yes
- ☐ No

Question SW03. How did you qualify as a social worker?

Select one option

- ☐ Undergraduate Degree
- ☐ Postgraduate Degree
- ☐ Postgraduate Diploma
- ☐ Degree apprentice
- ☐ Step up to social work
- ☐ Frontline
- ☐ Think ahead
- ☐ Other (please specify below)

Free text box to provide a short description of the social worker qualification route when other is selected

(Open short text box)

Question SW04. What year did you qualify as a social worker?

(Open short text box)

Question SW05. To what extent do you agree with the following statements:

My initial education/training as a social worker gave me a good understanding of the role I would take on when I entered the workplace

Select one option

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

My initial education/training as a social worker gave me the skills I needed to work directly with children and families and/or adults

Select one option

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree

- ☐ Strongly disagree

I have the skills I need to do my job effectively

Select one option

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

Question SW06. Are you confident in Social Work England as a regulator for social workers?

Select one option

- ☐ Extremely confident
- ☐ Very confident
- ☐ Moderately confident
- ☐ Slightly confident
- ☐ Not confident at all
- ☐ Don't know

Question SW07. Which of the following do you think are responsibilities of Social Work England?

Select all that apply

- ☐ To set professional standards for social workers
- ☐ To keep a register of qualified social workers
- ☐ To require social workers to keep their skills and knowledge up to date
- ☐ To set and assess the standards for the initial training and education for social workers
- ☐ To investigate concerns raised about social workers
- ☐ To be the voice of social workers
- ☐ To campaign on issues important to social work
- ☐ To help recruit new social workers
- ☐ None of these
- ☐ Don't know

Question SW08. Thinking about when you first registered on the Social Work England register, to what extent do you agree with the following statements:

The registration process is proportionate to the level of protection and trust it gives the public

Select one option

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

The registration process is simple to complete

Select one option

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

Question SW09. If applicable, thinking about when you last renewed your registration on the Social Work England register, to what extent do you agree with the following statements:

The registration process is proportionate to the level of protection and trust it gives the public

Select one option

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Not applicable

The registration process is simple to complete

Select one option

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Not applicable

Question SW10. If applicable, thinking about when you last reinstated your registration on the Social Work England register (following a period of not being registered), to what extent do you agree with the following statements:

The registration process is proportionate to the level of protection and trust it gives the public

Select one option

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Not applicable

The registration process is simple to complete

Select one option

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Not applicable

Question SW11. To what extent do you agree with the following statements:

The process for recording CPD is straightforward

Select one option

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

The requirement to record CPD supports me and my employer to make time to undertake CPD

Select one option

- ☐ Strongly agree
- ☐ Agree

- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

The requirement to record CPD means I undertake meaningful development activity that supports my practice as a social worker

Select one option

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

Question SW12. Are you familiar with the professional standards for social workers?

More information - Professional Standards are the standards that set out what a social worker in England must know, understand and be able to do. They can be found on Social Work England's website:

<https://www.socialworkengland.org.uk/standards/professional-standards/>.

Select one option

- ☐ Yes
- ☐ No

If responding "Yes" to Question SW12. Are you familiar with the professional standards for social workers, then move on to Section 1; Social worker professional standards.

If responding "No" to Question SW12. Are you familiar with the professional standards for social workers, then move on to Section 1; Social worker referral.

Section 1; Social worker professional standards

The following questions are for those that responded "Yes" to Question SW12. Are you familiar with the professional standards for social workers, in Section 1; Social workers.

Question SW13. To what extent do you agree with the following statements:

Professional standards help me to understand the knowledge, skills and behaviours I need to do my job

Select one option

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

Professional standards help to support a high level of care and service for clients

Select one option

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

Professional standards support my professional development and identify areas for improvement and growth

Select one option

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

Once completed this question, move on to Section 1; Social worker referral.

Section 1; Social worker referral

The following question is for those that selected one of “As a practising social worker”; “As a social work manager” in Section 1 – About You, in addition to those that completed Section 1; Retired or former social worker.

Question SW14. Have you been subject to a complaint against you being investigated by Social Work England?

Select one option

- ☐ Yes
- ☐ No

If responding “Yes” to Question SW14. Have you been subject to a complaint against you being investigated by Social Work England, then move on to Section 1; Social worker referred.

If responding “No” to Question SW14. Have you been subject to a complaint against you being investigated by Social Work England, then move on to Section 2 – Social Work England.

Section 1; Social worker referred

This question is for those that selected one of “As a practising social worker”; “As a social work manager”; “Retired or former social worker” in Section 1 – About You, and have stated “Yes” on Question SW14. Have you been subject to a complaint against you being investigated by Social Work England in Section 1; Social worker referral.

Question SW14b. What stage of the Fitness to Practise process did it reach?

Select one option

- ☐ Triage (did not meet the threshold)
- ☐ Case examiner stage
- ☐ Accepted disposal
- ☐ Hearing
- ☐ Ongoing
- ☐ Don't know

Once completed this question, move on to Section 1; Social worker Fitness to Practise.

Section 1; Social worker Fitness to Practise

These questions are for those that selected one of “As a practising social worker”; “As a social work manager”; “Retired or former social worker” in Section 1 – About You.

Question SW15. Thinking about the Fitness to Practise (FTP) process, to what extent do you agree with the following statements:

The FTP process was completed in a timely manner

Select one option

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

The FTP process was transparent and easy to understand

Select one option

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

The FTP process resulted in a fair outcome

Select one option

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

Question SW16. Thinking about the communications you received during the FTP process, to what extent do you agree with the following statements:

I received enough communication about the FTP process

Select one option

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

I was kept up to date on the progress of my case

Select one option

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

Communication from SWE supported my understanding of next steps

Select one option

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree

- Disagree
- Strongly disagree

Communication from SWE was easy to understand and delivered in a useful way

Select one option

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

We would like to understand the experience of being subject to a complaint that is referred to Social Work England in more detail. If you would like to discuss your experience confidentially please connect with the independent team via Socialworkregulation.REVIEW@education.gov.uk.

Once completed this question, move on to Section 2 – Social Work England.

Section 1; Organisation representing employers or social workers professional standards

These questions are for those that responded “Yes” to Question E08. Are you familiar with the professional standards for social workers, in Section 1; Organisation representing employers or social workers.

Question E08b. To what extent do you agree with the following statements:

Professional standards help teams to understand the knowledge, skills and behaviours needed for their roles

Select one option

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

Professional standards help to support a high level of care and service for clients

Select one option

- Strongly agree
- Agree

- Neither agree nor disagree
- Disagree
- Strongly disagree

Professional standards support professional development and identify areas for social worker's improvement and growth

Select one option

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

Once completed these questions, move on to Section 1; Organisation representing employers or social workers referrals.

Section 1; Organisation representing employers or social workers referrals

This question is for those that selected one of "On behalf of an organisation that employs social workers"; "On behalf of an organisation that represents employers – for example local authority leadership organisations"; "On behalf of an organisation that represents employees – for example, trade unions" in Section 1 – About You.

Question E09. Have you experienced the Fitness to Practise process via people that you represent or employ?

Select one option

- Yes
- No
- Unsure

If responding "Yes" to Question E09. Have you experienced the Fitness to Practise process via people that you represent or employ, then move on to Section 1; Organisation representing employers or social workers accepted disposals.

If responding "No" or "Unsure" to Question E09. Have you experienced the Fitness to Practise process via people that you represent or employ, then move on to Section 2 - Social Work England.

Section 1; Organisation representing employers or social workers accepted disposals

This question is for those that selected one of “On behalf of an organisation that employs social workers”; “On behalf of an organisation that represents employers – for example local authority leadership organisations”; “On behalf of an organisation that represents employees – for example, trade unions” in Section 1 – About You, and have stated “Yes” on Question E09. Have you experienced the Fitness to Practise process via people that you represent or employ in Section 1; Organisation representing employers or social workers referrals.

Question E10. Are you aware of whether any Fitness to Practise cases agreed an accepted disposal?

Select one option

- ☐ Yes
- ☐ No
- ☐ Unsure

If responding “Yes” to Question E10. Are you aware of whether any Fitness to Practise cases agreed an accepted disposal, then move on to Section 1; Organisation representing employers or social workers accepted disposals statements.

If responding “No” or “Unsure” to Question E10. Are you aware of whether any Fitness to Practise cases agreed an accepted disposal, then move on to Section 1; Organisation representing employers or social workers FTP.

Section 1; Organisation representing employers or social workers accepted disposals statements

These questions are for those that selected one of “On behalf of an organisation that employs social workers”; “On behalf of an organisation that represents employers – for example local authority leadership organisations”; “On behalf of an organisation that represents employees – for example, trade unions” in Section 1 – About You, and have stated “Yes” on Question E10. Are you aware of whether any Fitness to Practise cases agreed an accepted disposal.

Question E10b. Where you are aware that an accepted disposal has been agreed, to what extent do you agree with the following statements:

The accepted disposal process was completed in a timely manner

Select one option

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

The accepted disposal process was transparent and easy to understand

Select one option

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

The accepted disposal process resulted in a fair outcome

Select one option

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

Once completed these questions, move on to Section 1; Organisation representing employers or social workers FTP.

Organisation representing employers or social workers FTP

These questions are for those that selected one of “On behalf of an organisation that employs social workers”; “On behalf of an organisation that represents employers – for example local authority leadership organisations”; “On behalf of an organisation that represents employees – for example, trade unions” in Section 1 – About You, and have stated “Yes” on Question E09. Have you experienced the Fitness to Practise process via people that you represent or employ in Section 1; Organisation representing employers or social workers referrals.

Question E11. Thinking generally about the Fitness to Practise (FTP) process administered by Social Work England, to what extent do you agree with the following statements:

The FTP process is completed in a timely manner

Select one option

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

The FTP process is transparent and easy to understand

Select one option

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

The FTP process results in a fair outcome

Select one option

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

Question E12. Thinking about the communications received during the FTP process, to what extent do you agree with the following statements:

Parties involved receive enough communication about the FTP process

Select one option

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

Parties involved are kept up to date on the progress of the case

Select one option

- ☐ Strongly agree
- ☐ Agree

- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

Communication from SWE supports understanding of next steps

Select one option

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

Communication from SWE is easy to understand and delivered in a useful way

Select one option

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

Once completed these questions, move on to Section 2 – Social Work England

Section 1; Child or young adult with a social worker previously

These questions are for those that selected “As a child (under 18 years old) who has, or has had, a social worker” in Section 1 – About You, and responded to Question C01. Do you have a social worker as one of “Yes”; “No, but I had one in the last six years”; “No, but I had one longer than six years ago”.

Question C02. How safe do you feel talking to your social worker?

Select one option

- ☐ Very safe
- ☐ Safe
- ☐ Neither safe nor unsafe
- ☐ Unsafe
- ☐ Very unsafe

Question C03. What did you like or dislike about how your social worker worked with you?

(Open free text box is provided to respond to this question and has a 3000 character limit)

Question C04. Is there anything you'd like to change about how social workers work with children and young people?

(Open free text box is provided to respond to this question and has a 3000 character limit)

Question C05. Did you know that social workers have to register with Social Work England, an organisation whose job is to make sure social workers have the right training and investigate complaints against social workers?

Select one option

- ☐ Yes
- ☐ No
- ☐ Not sure

Question C06. Have you ever made a complaint about a social worker?

Select one option

- ☐ Yes, I have complained to Social Work England
- ☐ Yes, I have complained to someone else
- ☐ No, I have never made a complaint about a social worker
- ☐ Don't know

Once completed these questions, move on to Section 1; Children or young adults (under 18) conclusion.

Section 1; Children or young adults (under 18) conclusion

The following question is for those that selected "As a child (under 18 years old) who has, or has had, a social worker" in Section 1 – About You.

Question C07. If you could tell Social Work England, as the organisation who make sure social workers are well trained, and doing good, safe work, one thing, what would it be?

(Open free text box is provided to respond to this question and has a 3000 character limit)

Once completed this question, move on to Your characteristics

Section 1; Public experiences of Fitness to Practise

The following questions are for those that selected either “As an adult member of the public who has experience of children or adults social care services through engagement with a social worker or who has a family member or friend who has been supported by a social worker”; “As a member of the public who has no personal experience of social care services through engagement with a social worker” in Section 1 – About You.

Question P03b. What stage of the Fitness to Practise (FTP) process did it reach?

Select one option

- ☐ Triage (did not meet the threshold)
- ☐ Case examiner stage
- ☐ Accepted disposal
- ☐ Hearing
- ☐ Ongoing
- ☐ Don't know

Question P03c. Thinking about the FTP process, to what extent do you agree with the following statements:

The FTP process was completed in a timely manner

Select one option

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

The FTP process was transparent and easy to understand

Select one option

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

The FTP process resulted in a fair outcome

Select one option

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

Question P03d. Thinking about the communications you received during the FTP process, to what extent do you agree with the following statements:

I received enough communication about the FTP process

Select one option

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

I was kept up to date on the progress of the case

Select one option

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

Communication from SWE supported my understanding of next steps

Select one option

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

Communication from SWE was easy to understand and delivered in a useful way

Select one option

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree

- Disagree
- Strongly disagree

We would like to understand the experience of being part of a complaint that is referred to Social Work England in more detail. If you would like to discuss your experience confidentially please connect with the independent team via Socialworkregulation.REVIEW@education.gov.uk.

Once completed these questions, move on to Section 2 – Social Work England.

Section 2 - Social Work England

These questions require you to focus on Social Work England, the regulator for social work across England. The statutory functions of Social Work England are included below, for ease of reference.

Statutory Function	Key Details
Maintain a register of social workers	To be able to practice as a social worker in England, individuals must be registered with Social Work England, and listed on the public register. Only people on the register may legally call themselves a “social worker” in England. Social workers in England renew their registration every year. When renewing their registration they must: • record at least two pieces of continuous professional development activity, one of which must include reflections from a peer (meaning that they have discussed it with someone, including what they learned from it and how it impacts their work); and • declare any circumstances that may affect their safe and effective practise. Social Work England keep an official register for all social workers registered in England.
Set standards for fitness to practise	Social Work England publish professional standards which define what it means for social workers to be “fit to practise, including in terms of conduct, competence, character and health.
Operate a fitness to	Social Work England investigate concerns about registered social workers, adjudicate whether their fitness to practise is impaired, and take action where

practise system	necessary. This might include sanctions or removing a social worker from the register so they can't practice any more.
Set and approve education & training standards	Social Work England sets the education standards for all qualifying social work training routes to ensure a social worker who successfully completes a course can meet the social work professional standards. They assess course providers against the education standards, providing reports and recommendations. In extreme cases, they can also close courses that are not meeting the standards.
Approve post-qualifying courses and specialisms	Social work England also recognise further qualifications or special areas of practice beyond the basic qualification. There are separate standards for the specialist roles of approved mental health professional and best interest assessor .

Question 3. To what extent do you think Social Work England is achieving its core objective to protect, promote and maintain the health, safety and well-being of the public

Select one option

- ☐ Completely
- ☐ Very much
- ☐ Moderately
- ☐ Slightly
- ☐ Not at all
- ☐ Don't know

Question 4. Briefly explain the reasons for your selection above. Please provide any evidence (including any supporting weblinks) to support your view.

(Open free text box is provided to respond to this question and has a 3000 character limit)

Question 5. To what extent do you think Social Work England is achieving its core objective to promote and maintain public confidence in the social work profession?

Select one option

- ☐ Completely
- ☐ Very much
- ☐ Moderately

- Slightly
- Not at all
- Don't know

Question 6. Briefly explain the reasons for your selection above. Please provide any evidence (including any supporting weblinks) to support your view.

(Open free text box is provided to respond to this question and has a 3000 character limit)

Question 7. To what extent do you think Social Work England is achieving its core objective to promote and maintain proper professional standards

Select one option

- Completely
- Very much
- Moderately
- Slightly
- Not at all
- Don't know

Question 8. Briefly explain the reasons for your selection above. Please provide any evidence (including any supporting weblinks) to support your view.

(Open free text box is provided to respond to this question and has a 3000 character limit)

Once completed these questions, move on to Section 3 - Equalities Act.

Section 3 - Equalities Act

The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society. It sets out [protected characteristics](#) such as age, disability and race, and the different ways in which it's unlawful to treat someone.

Question 9. How well do you think Social Work England delivers its responsibilities under the Equalities Act to ensure no one is discriminated against based on their protected characteristics? Please provide examples and any supporting evidence.

(Open free text box is provided to respond to this question and has a 3000 character limit)

Once completed this question, move on to Additional Comments.

Your characteristics

These questions are for all those that selected one of “As a social worker trainee/student”; “As a practising social worker”; “As a social work manager”; “As a retired or former social worker”; “As a child (under 18 years old) who has, or has had, a social worker”; “As an adult member of the public who has experience of children or adults social care services through engagement with a social worker or who has a family member or friend who has been supported by a social worker”; “As a member of the public who has no personal experience of social care services through engagement with a social worker”; or “Other” in Section 1 – About you.

These questions will focus on you as an individual. Whilst the questions are mandatory, there is an option of prefer not to say. If you are responding on behalf of an organisation then please use the option not applicable.

Question PC01. What is your age group?

Select one option

- ☐ Under 18
- ☐ 18–24
- ☐ 25–34
- ☐ 35–44
- ☐ 45–54
- ☐ 55–64
- ☐ 65+
- ☐ Prefer not to say
- ☐ Not applicable

Question PC02. What is your sex/gender?

Select one option

- ☐ Female
- ☐ Male
- ☐ Non-binary
- ☐ Prefer to self-describe (please state below)
- ☐ Prefer not to say
- ☐ Not applicable

(Open short text box)

Question PC03. Is your gender identity the same as the sex you were assigned at birth?

Select one option

- ☐ Yes
- ☐ No
- ☐ Prefer not to say
- ☐ Not applicable

Question PC04. Do you consider yourself to have a disability or long-term health condition?

Select one option

- ☐ Yes
- ☐ No
- ☐ Prefer not to say
- ☐ Not applicable

Once completed these questions, move on to Additional Comments.

Additional Comments

This is your chance to provide any further information that you may not have had the chance to share.

Alternatively, please get in touch with the Independent Review Team via Socialworkregulation.REVIEW@education.gov.uk.

If you have any additional comments, evidence or suggestions that you have not had the opportunity to provide elsewhere, please do so here.

(Open free text box is provided to respond to this question and has a 3000 character limit)



Department
for Education

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