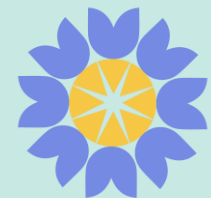




HIRING WITH CONVICTION

March 2024

www.workingchance.org



**WORKING
CHANCE**

HELLO, WE'RE WORKING CHANCE

We're the UK's only employment charity solely for women with convictions.

We support women to develop the **confidence, skills and self-belief** they need to overcome barriers to employment and ensure they **won't be held back by their past.**

We partner with employers across industries to find **opportunities for women** that align with their skills and aspirations.





★ WHY EMPLOYMENT? ★

To a woman with a conviction, a job is more than an income - it means a future where **she and her family can flourish.**

At its best, employment gives **structure** to life and a **reason to get up in the morning.**

It means that a woman can use her talents and learn new skills. Working with colleagues creates a shared purpose and helps her to feel **accomplished, useful, appreciated, and hopeful.**

This mindset, research shows, makes people far less likely to engage in criminal behaviour, making it one of the surest ways to **prevent reoffending.**



THE CRIMINAL JUSTICE SYSTEM



12.3 million

people in England and Wales with a criminal record – that's over a quarter of the working population

£18.1 billion

is the average total economic and social cost of reoffending each year

£46,696

is the annual cost of one prison place in England or Wales

93%

increase in the prison population in the last 30 years

320,000

children estimated to have a parent in prison in 2020

67

people are serving a whole life sentence and are likely to never be released





WORKING CHANCE
Unlocking women's potential

PROGRESS & PREJUDICE

**SHIFTS IN UK EMPLOYER ATTITUDES TO HIRING
PEOPLE WITH CONVICTIONS**
AUTUMN 2022



PROGRESS & PREJUDICE

Shifts in UK employer attitudes to
hiring people with convictions





In the last six years, the proportion of employers who **would not hire someone with a conviction under any circumstance** has reduced significantly, from half to just over a quarter (50% to 27%)






BUT... WE'VE STILL GOT A LONG WAY TO GO

But only

30%

of employers said they would automatically exclude a candidate who declared an unspent conviction



15%

said it was their company policy to do so





HIRING WITH CONVICTION

An employers' guide to recruiting
and supporting people with
convictions



HIRING WITH CONVICTION

**AN EMPLOYERS' GUIDE TO RECRUITING AND SUPPORTING
PEOPLE WITH CONVICTIONS**
SUMMER 2023



WHY RECRUIT PEOPLE WITH CONVICTIONS?



People with convictions would provide **different** perspectives



Recruiting from this pool would **help** to tackle skills and labour shortages



It would **improve** the organisation's diversity and inclusion record

INCLUSIVE HIRING PRACTICES



- Get a **policy** in place first
- Develop your **organisational culture**
- **Attract** and **welcome** candidates with convictions

DISCLOSURE OF CRIMINAL RECORDS & THE LAW

- Asking about **criminal records** during the **recruitment process**
- Importance of **listening** to context
- Understanding the **actions** you need to take
- Assess the **risk** and **relevance** of criminal records



NEXT STEPS

- **Review** your current situation
- **Talk** to us – **webinars** or **face-to-face** sessions with hiring managers and/or leadership teams





**“I WANT EMPLOYERS TO
SEE I’M A HUMAN, AND
HUMANS MAKE
MISTAKES.”**

***Ellen, Working Chance client**

* Client name has been changed








QUESTIONS?



WORKING CHANCE

Unlocking women's potential

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