

Fair Chance Recruitment

Consultancy and training from
Unlock, the experts on criminal records

Find, recruit and retain a talented and diverse workforce from the 12.5 million people in the UK with a criminal record.



Unlock works with employers of all sizes across the private, public and voluntary sectors to create a Fair Chance approach to employment.

Whether your organisation is starting from the very beginning, or you're already on the way to building a fair and inclusive recruitment process, our advice, training and bespoke consultancy can support you every step of the way.

“**Unlock** provided us with practical support - opening our eyes to things we hadn't even thought about.”
Large East Midlands employer

“**Unlock** helped me to go through a balanced decision-making process which allowed me to better understand the information that had been disclosed.”
Healthcare sector employer

Expert advice

Unlock has been helping employers and individuals navigate the complex criminal records system for 25 years.

Access our deep knowledge of criminal records and employment with responsive, tailored advice, when you need it.

Depending on the amount of advice you need, it is likely we'll suggest a half or full day of support from our team.

Our advice is trusted.

We receive over **9,000 contacts** to our **helpline** and **1.5 million people** access our digital advice every year.

Half-day support

Perfect if you need advice on one or two issues, for example risk assessing a role or developing wording around criminal records on an application form.

From £300
+ VAT

Full-day support

If your query is more complex, or about a number of issues, we offer a full-day of support from our team at a discounted rate.

From £500
+ VAT

Training across your organisation

Our training sessions are shaped around the needs of your team.

From short courses for managers with responsibility for hiring, to in-depth training for your HR team on developing a fair recruitment strategy, we can provide consistent training across your organisation.

We have provided **41 bespoke sessions for companies**, training **516** people.

Bespoke training

We develop bespoke sessions that fit your organisation's situation and goals.

Immediately see how it relates to your work, and how to put the learning into action.

From £200
per person
+ VAT

Short courses

Everything your team needs to understand the DBS process, risk assess roles and recruit effectively.

Created specifically for staff induction and refresher training.

From £45
per person
+ VAT

Bespoke recruitment and employment consultancy

Take a deep dive to gain an in-depth understanding of your current practice.

Take the next step to create and implement a roadmap for action.

Deep Dive

Review policies
and understand
processes



Assess against
legal frameworks,
your objectives
and benchmarks



In-depth feedback and
full analysis report

Roadmap

Work with you to
identify your
priorities and set
goals



Develop a step-
by-step roadmap



Resources and
support to ensure you
successfully meet
your goals

We can support you on the whole journey, or focus on your priority areas.

Contact us to chat about what's involved.

Support with a wide range of issues

How we've worked with employers

Expert advice:
half day or full day sessions might cover

-> Advice for a single employment issue
-> Risk assessment for a job role
-> Wording for a job description
-> Understanding DBS checks
-> All issues relating to improving the recruitment of people with criminal records

Consultancy:

Deep dive analysis includes

-> Wording used in adverts, job descriptions and on website
-> Retention of data
-> Safeguarding
-> EDI policy and practice
-> Risk assessments
-> Risk tolerance within organisation
-> Road map to improve practice and policy
-> Clear and concise recruitment policy
-> Risk assessments for individual roles
-> Robust safeguarding assessments
-> Data policy implementation
-> Press and PR templates
-> Staff training
-> Colleague awareness training

Book your free discovery call

Talk to our team about how Unlock can help your business access the talent pool of 12.5 million people with a criminal record.

Email recruit@unlock.org.uk
to book your FREE call today

Charities or business with income/turnover under £500k?

Talk to us about the services we can offer to you for free or at a discount.

Find us online



www.unlock.org.uk



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