

There's a talent pool of over 10.5 million people that you might be overlooking.



*People with criminal records make good employees.
Make sure you're not missing out.*

Why is this important?



75% of employers admit to discriminating against applicants on the basis of a criminal record



People with irrelevant criminal records are often discouraged from applying for jobs that ask about them on the application form



Employers can't afford to ignore the diverse skills and experience of people with criminal records

It makes business sense to recruit people with convictions



Having a criminal record isn't as rare as you might think

- There are more than 10.5 million people with a criminal record on the Police National Computer
- Around a third of people claiming Job Seekers Allowance have received a criminal record in the last 10 years



They make good employees

- 87% of employers who recruit them consider them to be at least as productive
- That's why companies like Timpson and Greggs are so proactive in recruiting them



It shows your commitment to corporate social responsibility

- Two-thirds of employers say it's had a positive impact on their corporate reputation

There are legal implications of getting it wrong



- Asking misleading questions can breach data protection law
- Taking into account spent convictions can be illegal
- Carrying out the wrong level of criminal record check is a criminal offence

In practice you're probably already employing them



- Many employers recruit people without knowing their past - only 1 in 3 applicants say they would declare their criminal convictions when asked on an application form

Society benefits



- Stable, meaningful employment is proven to reduce re-offending, meaning less crime and fewer victims



- With a job, people become taxpayers rather than burdens on the state

We work with...



Recruit! is a website that:

- Ⓜ Supports you in recruiting people with convictions
- Ⓜ Helps you to deal with criminal records fairly
- Ⓜ Shares good practice (such as Ban the Box)
- Ⓜ Provides free guidance and tools
- Ⓜ Shows what other employers are doing

It includes our principles of

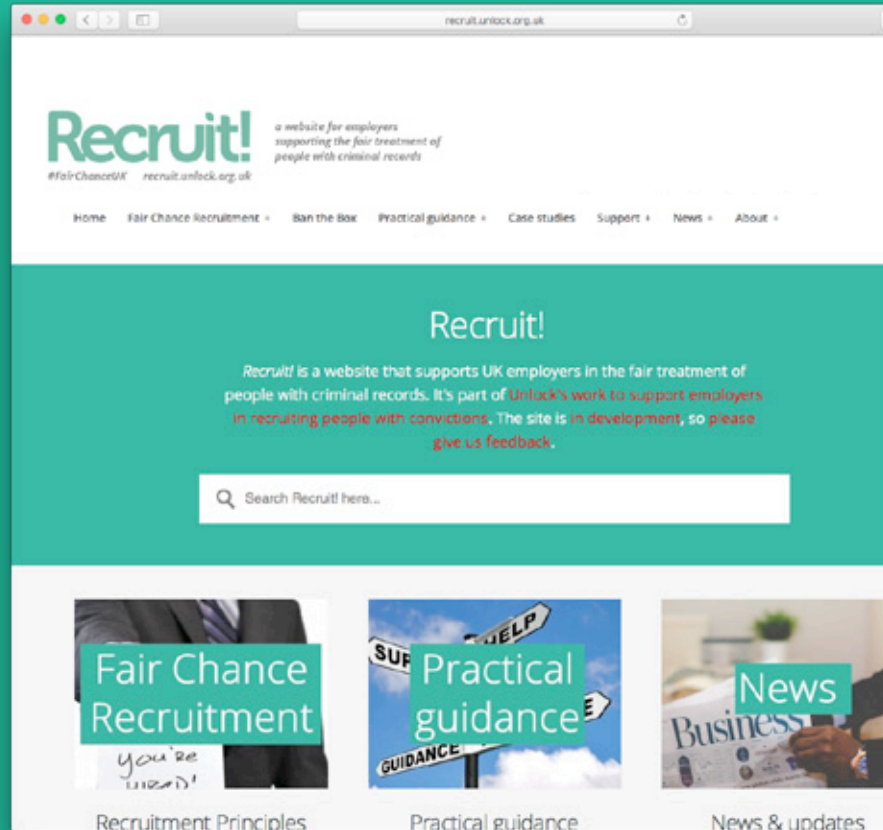
Fair Chance Recruitment, such as:

- Ⓜ Having a clear, accessible policy
- Ⓜ Removing the question about criminal records from application forms
- Ⓜ Being fair and considering criminal records in context



Recruit!

supporting the fair treatment of people with criminal records



Recruit! is managed by Unlock, a charity that works to achieve a fair and inclusive society where people with convictions can move on positively in their lives. Visit www.unlock.org.uk for more information.

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