

WORKING CHANCE
Unlocking women's potential

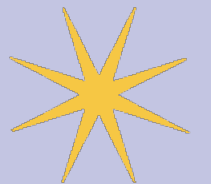
PROGRESS & PREJUDICE

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



PROGRESS & PREJUDICE

Shifts in UK employer attitudes to
hiring people with convictions



What this session will cover

1. Quiz: temperature check
2. Progress & Prejudice: shifts in UK employer attitudes towards hiring people with convictions
3. What does this mean for CJS organisations?
4. Why work in the sector – insights from clients
5. Barriers to employment for people with convictions and how to remove them
6. Takeaways
7. Q&A



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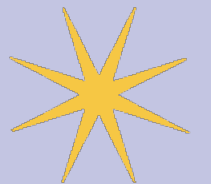
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WHY WE CONDUCTED THE RESEARCH

1

Previous research showed the worrying extent of employer prejudice, and we wanted to know if things were getting better.

2

We wanted to understand what was deterring employers from hiring people with convictions.

3

We can then improve understanding of why diverse hiring practices – that include hiring people with convictions – benefit organisations.

METHODOLOGY AND TERMINOLOGY

We spoke to

1000

employers and hiring managers

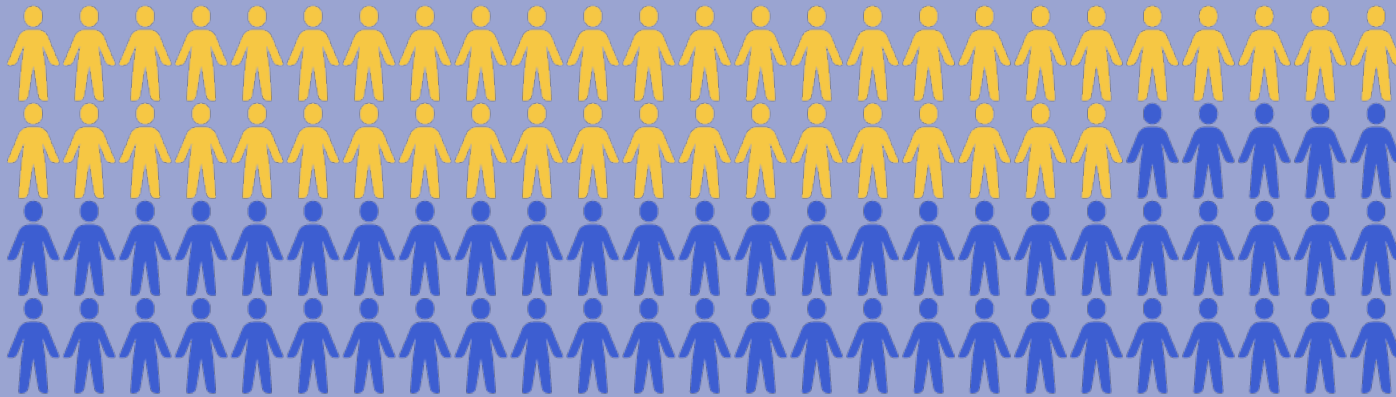
1

Why 'ex-offender?'

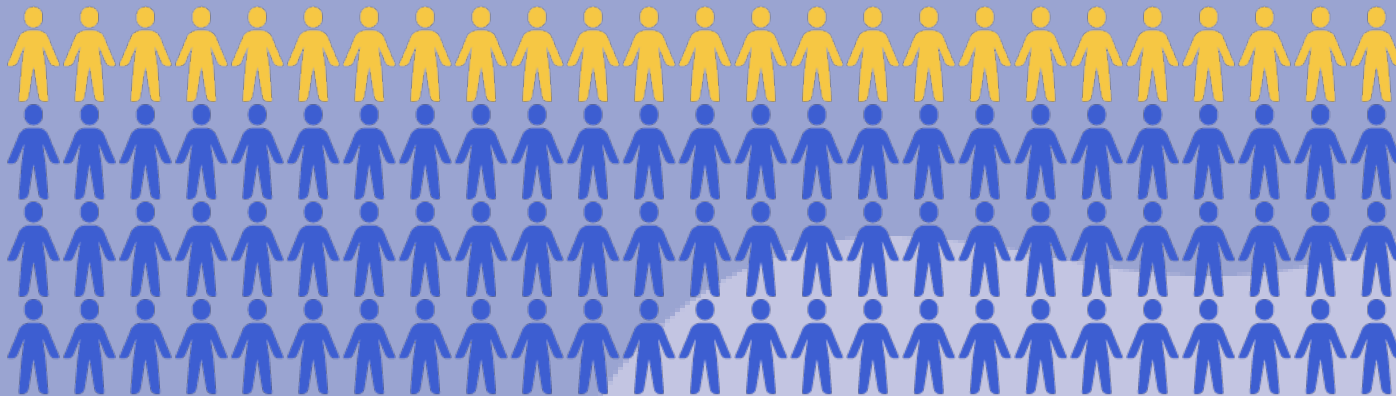
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Focus on people with convictions, not just women

EMPLOYERS WHO SAY THEY WOULD, HYPOTHETICALLY, RECRUIT SOMEONE WITH A CONVICTION



45%
in 2022



25%
in 2010

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%)

Twice as many employers now (compared with 2016) see that there 'could be advantages' to hiring someone with a conviction

1

People with convictions could provide different perspectives

2

Tackle skills and labour shortages

3

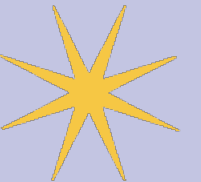
Improve diversity and inclusion reputation

86%

**of employers who had
previously recruited
someone with a
conviction reported a
good experience**



WE'VE STILL GOT A LONG WAY TO GO



30%

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

But only

15%

said it was their company policy to do so

WHY ARE SOME EMPLOYERS RELUCTANT?

Of the **270 employers** who said that they **would not hire** someone with a conviction, the key concerns were

1

Their organisation's liability insurance

2

It would be against their organisation's recruitment policy

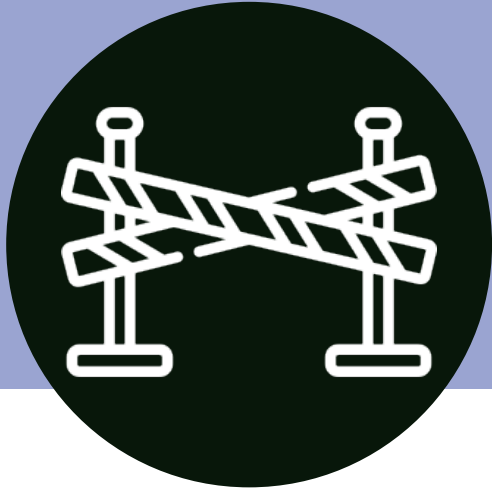
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The nature of the offence(s)

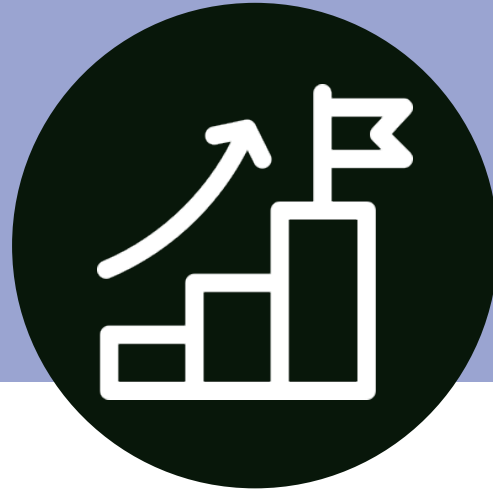
4

The risk of the person reoffending

IN SUMMARY



People with convictions do face stigma – compared to other groups considered to be disadvantaged in the labour market



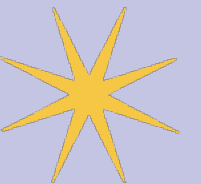
Evidence points to the fact that attitudes are moving in the right direction



We need to tackle individual bias, as well as organisational policies



WHAT DOES THIS MEAN FOR CRIMINAL JUSTICE ORGANISATIONS?



DO CLINKS MEMBERS HAVE TO BE BETTER THAN THE AVERAGE EMPLOYER?

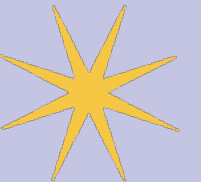
“I knew that our work would benefit from the knowledge and perspective that people with lived experience would bring to it. I also believed that working in the criminal justice system came with a duty to lead by example and give people the opportunities that we all know are much harder to access if you have a criminal record.”

Sue McAllister, Former Prisons & Probation Ombudsman



LIVED EXPERIENCE THROUGH AN EDI LENS

(Equity, diversity, and inclusion)



A NOTE ON EQUITY

“Equality is giving everyone the same pair of shoes. Equity is giving everyone a pair of shoes that fits.”
(Author unknown.)

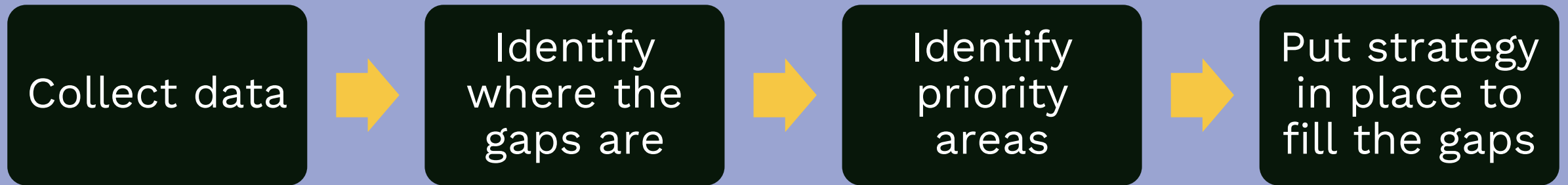
WHY IS EDI IMPORTANT?

Diverse and inclusive organisations have a **rich pool of skills, mind sets and experiences** which lead to a more dynamic culture, greater creativity and innovation, and improved staff motivation, performance and retention.

As a charity, an inclusive workplace also drives an **inclusive service experience** for our beneficiaries.

[excerpt from Working Chance's EDI strategy]

HOW DO WE PUT THIS INTO PRACTICE?

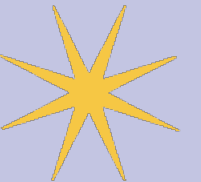


RACIALLY MINORITISED COMMUNITIES AND REPRESENTATION

- As a sector we must be anti-racist and intersectional in our understanding of the needs of our beneficiaries
- We know that racially minoritised communities are over-represented in the criminal justice system
- This means we need an intersectional approach to **representation** within our organisations, so not just lived experience
- A more diverse sector will lead to a more inclusive service experience for the people we exist to serve

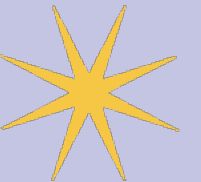


STORIES - FROM EMPLOYERS





INSIGHTS FROM OUR CLIENTS



INSIGHTS FROM WORKING CHANCE CLIENTS

An estimated

25%

of Working Chance clients
say they want to work in
the sector

... and

30%

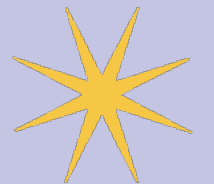
of our employers are
criminal justice
organisations

“I had a mixed experience of the criminal justice system but I came out of it with an interest in working to support others to navigate the system. I found pockets of brilliance with some incredible individuals going above and beyond in their roles to make the experience as safe and constructive as possible.”

“For the skillset that I have, I didn’t have loads of options beyond the CJS as employers shy away from what my offence comes under.”



BARRIERS IN OUR ORGANISATIONS FOR PEOPLE WITH CONVICTIONS (and how to remove them)

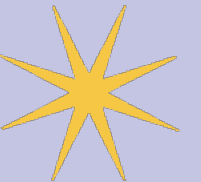


BARRIERS TO THE WORKPLACE COME IN LOTS OF FORMS

- Confidence
- Trauma & mental health
- Harmful substance use
- Accessing benefits eg. Universal Credit
- Ongoing legal proceedings eg. custody of children
- Lack of stable accommodation



SEVEN QUESTIONS TO CONSIDER



-1-

HOW DO YOU PROMOTE YOUR VACANCIES?

- You might think it goes without saying that you welcome applications from people with convictions
- But do you actually encourage them?
- Think about the wording in your ads, recruitment documents, social media posts

-2-

WHEN DO YOU REQUIRE A DBS CHECK?

- In what situation do you run a DBS check? Which posts/roles?
- Have you fully thought through why you require it?
- Is your policy clear on what you do when the result comes back
- Is there anything for your organisation that could come back on a DBS check that would make you rescind the offer?

-3-

DO YOU REQUIRE A DISCLOSURE?

- If you don't want someone to disclose at all, tell them not to!
- Clear messaging and expectations can really help.

-4-

HOW DO YOU LISTEN WHEN SOMEONE MAKES A DISCLOSURE?

- Listen actively, and show empathy
- Be aware of your visible reactions and body language
- If someone is over-sharing (in a way you feel is detrimental to them) can you gently and diplomatically intervene?

-5-

WHO IS ON YOUR INTERVIEW PANEL?

- Consider the diversity of the interview panel (considering many people with convictions have often experienced trauma)

-6-

WHERE ARE YOUR PRIORITIES?

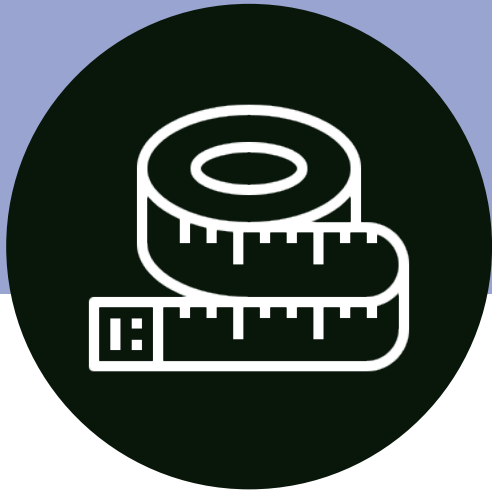
- For each role, which is most relevant – professional experience? Or lived experience, values, or attitude?
- If it's the latter, can you take out some of the 'essential' requirements, or the need for a degree/qualification?

-7-

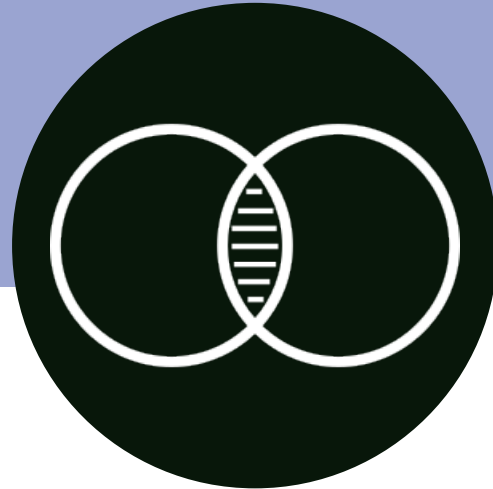
WHAT DO YOU OFFER WHEN SOMEONE IS IN THE JOB?

- Inclusion is about much more than recruitment, but how you support and retain your existing staff
- Managers must understand that wellbeing comes first, and support given when needed
- This goes back to the principle of equity, ensuring every individual has what they need to succeed at work

TAKEAWAY ACTIONS



Think: What do you measure and prioritise?



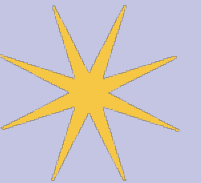
Address your gaps in line with your organisation's broader EDI strategy



Speak to Working Chance about how we can help you with recruitment – it's free!



WHAT ELSE CAN YOU DO?



WHAT ELSE CAN YOU DO?



Share positive
examples



Employer
guidance coming
2023



Keep in touch



ANY QUESTIONS?



Lizzy Jewell, Head of Communications and Engagement
lizzy@workingchance.org
www.workingchance.org

