Ban the Box employers

So far, 96 employers have signed up to Ban the Box, covering more than 757,000 roles.

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Accenture
Sector: Accountants and Management Consultants
Ban the Box Employer since: October 2014

Adnams Southwold
Sector: Food and drink
Ban the Box Employer since: January 2015

How and when do they ask? Adnams has banned the box for all roles including those regulated by the Financial Conduct Authority. Where required, and in particular for regulated roles, Adnams would ask candidates about their criminal convictions once an offer of employment has been made.

“At Adnams we believe in giving all applicants a fair chance and simply want to employ the best person to do the job. We embrace diversity within our business and accept that any of us can make poor choices at some point in life. The effects of doing so shouldn’t stay with you for ever. If an applicant has the skills and experience, or the ability and the aptitude to learn them then why wouldn’t we want them working in our business.”

Sadie Lofthouse, Head of Human Resources

Aldermans
Sector: Industrials and Engineering
Ban the Box Employer since: June 2015

How and when do they ask? Aldermans does not ask about convictions until candidates have been shortlisted. They offer the opportunity for disclosure at the final interview stage.

“We believe that all candidates should be treated fairly and be given every opportunity to succeed and impress. Our experiences have shown that employee engagement and commitment are key to driving success and candidates from all walks of life should be given this chance.”

Karen Friendship, Managing Director
### Allen & Overy

**Sector:** Legal  
**Ban the Box Employer since:** June 2015

**How and when do they ask?** Job applicants are only asked about criminal convictions at the point at which they are offered a job. Some roles are regulated by the Solicitors Regulation Authority of England and Wales, and will have had a criminal record check prior to applying for a role at Allen & Overy.

“The principles of Ban the Box are very much aligned with our existing approach to recruitment and it is a campaign that we are proud to support. We recognise that people are different – it doesn’t matter where people have come from or what their background is: we look for their skills, experience and potential. In return we aim to provide an environment where they can achieve their full potential and make a valuable contribution.”

Sasha Hardman, Global HR Director

### Amey

**Sector:** Support services  
**Ban the Box Employer since:** May 2015

**How and when do they ask?** Amey does not ask about criminal convictions at any stage in their recruitment process for the majority of roles. Amey conduct criminal record checks for regulated roles where there is a legal requirement to do so, and they also may undertake basic disclosure checks on employees when it is stipulated as part of a new contract.

“As a responsible business, we have a duty to ensure that we're employing the best people to deliver our services across the UK. For us, that means operating a fair recruitment process that offers equal opportunities to all as well as providing the right training and development for people to succeed.”

Ian Deninson, Group HR & Communications Director

### Back on Track

**Sector:** Not for Profit  
**Ban the Box employer since:** February 2016

**How and when do they ask?** Back on Track only ask about criminal convictions if an applicant is shortlisted for interview. They are asked to bring a sealed letter of disclosure if they have an unspent criminal conviction, which is only opened if Back on Track decide to offer the candidate the job. Any criminal convictions are reviewed at this point, and Back on Track will speak to the candidate’s Offender Manager or Police Liaison Office to ascertain suitability for the role.

“The aim of our work is to enable ex-offenders and others to move on from the past to a better future. We understand all too well that people can feel the system is stacked against them. Back on Track is committed to Ban the Box because we want to attract the best candidates to work or volunteer with us and be sure that recruitment is fair and inclusive, putting the focus on current skills and abilities not past mistakes. We want to inspire other employers to do the same and remove the barriers that stop people succeeding in life.”

Siobhan Pollitt, Chief Executive
**Bain & Company**

**Sector:** Management consultancy  
**Ban the Box Employer since:** May 2014

**How and when do they ask?** Bain & Company discuss relevant information with candidates and, before employment contracts are signed, undertake criminal convictions checks alongside other background screening such as credit checks.

“It is critical for a premier professional services business to attract and retain the best talent. Whilst we expect our employees to disclose all relevant information during our interview process, we believe that this can be best considered during these discussions rather than missing out on a talented individual due to a box on an application form.”

Julian Critchlow, Director, Bain & Company

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**Barclays**

**Sector:** Financial Services  
**Ban the Box Employer since:** January 2015

**How and when do they ask?** Barclays does not ask candidates about their criminal convictions at application stage for any roles within the Personal and Corporate Banking division. Checks are conducted within the candidate screening process, when applicants are asked to disclose unspent criminal convictions. The Bank also recruits for regulated roles, for which further checks would be conducted and information about both spent and unspent convictions is requested.

“Ban the Box is a common sense way to ensure that businesses don’t make assumptions about prospective employees before learning the facts, whilst still ensuring that appropriate questions are asked through the process. We wouldn’t have found some of our best apprentices if we hadn’t made this change ourselves. That is why Barclays is backing this important programme in partnership with Business in the Community.”

Matt Hammerstein, Head of Client and Customer Experience

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**Boots**

**Sector:** Food and drugs  
**Ban the Box Employer since:** October 2013

**How and when do they ask?** Boots UK was the first company to sign up to support Ban the Box as part of the BITC campaign and positioned themselves right behind the campaign, talking with the press and encouraging their supply chain to Ban the Box. They now do not ask about criminal convictions at any stage in the recruitment process. Boots UK convened a Taskforce of supply chain companies in early 2012 to level the playing field for ex-offenders to get into work.

“This is not a simple issue. People end up offending for a variety of complex reasons and as employers the most powerful thing we can do is to help create a second chance for offenders so that it is possible for people with
criminal convictions to enter employment and get back on track.”

Marco Pagni, Group Legal Counsel and Chief Administrative Officer Walgreen Boots Alliance

“Screening based on a tick box is not a way of excluding inappropriate applicants - we can’t assume that everybody with a criminal conviction poses a risk. A successful organisation needs to take a long-term view, looking for the potential offered by candidates from a variety of walks of life, rather than recruiting in your own image.”

Francoise Seacroft, HR Director

Sector: Third sector
Ban the Box employer since: October 2013

How and when do they ask? Business in the Community does not ask about criminal convictions during the recruitment process unless it is for a regulated role. In this instance, BITC only asks about criminal convictions and conducts criminal records checks once an offer has been made.

“Bristol is a place where the opportunities to share in the city’s success are not evenly distributed and barriers exist that prevent some from fulfilling their potential. Our aim is to remove one of those barriers and send a message that we’re interested in getting to know the person applying for the job first and begin our conversation there.”

Marvin Rees, Mayor of Bristol

Sector: Public sector
Ban the Box employer since: February 2018

How and when do they ask? Bristol City Council is the first local authority to ban the box, and now do not ask about criminal convictions until a conditional job offer has been made.

“Our purpose at Cambridge University Press is to unlock people’s potential with the best learning and research solutions. We have a diverse workforce of 2,400 people working in 50 countries. We want to attract the best talent to help us deliver our mission, by giving all applicants a fair chance and by employing the best person to do the job.”

Cathy Armor, Director for People

Sector: Media, Marketing and PR
Ban the Box employer since: February 2016

How and when do they ask? Cambridge University Press do not ask about criminal convictions until interview stage, when applicants are given form to disclose any convictions.
Sector: Recruitment
Ban the Box employer since:  
How and when do they ask? Carbon 60 asks for a declaration of criminal convictions after an offer of employment has been made. They make it clear to applicants and clients that this will be requested at a later stage of the recruitment process.

In our continued ambition to be the most trusted provider, partner and developer of people in technical recruitment, we continually work to be a responsible business that meets the highest standards of ethics and professionalism. We are therefore committed to Ban the Box and the fair treatment of our staff and candidates, regardless of offending background. We also recognise the contribution the employment of ex-offenders can make to tackle the UK’s skills shortages in our markets.

Alex Downard, Operations Director

Sector: Retail
Ban the Box employer since: May 2017
How and when do they ask? Carpetright asks about criminal convictions before a formal offer of employment is made.

“We’ve taken the decision to ban the box as we want to build a pipeline of talented colleagues from diverse backgrounds. We believe we can access a broader talent pool by being open minded about people’s pasts and giving them an opportunity to become a valued member of our team. We also want to give back to the communities in which we work and have a positive impact on local people.”

Lyn Rutherford, HR Director

Sector: Support Services
Ban the Box employer since: November 2014
How and when do they ask? Census Data includes questions about criminal convictions as part of the interview process.

“At Census Data, some of our very best people are currently employed whilst serving the remaining term of their prison sentence. We are committed to ensuring that our team is comprised of people from all different backgrounds. Once an individual’s sentence is complete, they should be given equal opportunity to fully re-habilitate. Without removing the ‘box’ this is a very difficult feat to achieve.”

Kelly Coombs, CEO
Sector: Third Sector
Ban the Box employer since: April 2014

How and when do they ask? CRI only ask about convictions if they consider it to be relevant to the role. If this is considered to be the case, candidates will be informed that any job offer will be conditional to a disclosure. In some cases CRI consider it necessary to ask at interview stage, however candidates will be informed if this is the case and will be given ample time and opportunity to discuss convictions in a confidential manner.

Are there any roles that are exempt from these processes? Many of CRI’s roles involve working with children or vulnerable adults. These roles require DBS checks; however CRI treats every conviction individually and assesses risk through a defensible decision process.

“CRI is pleased to publicly state our position on the recruitment of individuals who have previously committed offences. We believe passionately in people’s ability to change and that individuals should therefore be judged upon their abilities, merits and strengths rather than on mistakes made or offences committed in their past. Employment is a key factor in people’s social connectivity and ability to live independent and purposeful lives. We believe that our organisation is stronger for the breadth of talent we have within our ranks – drawn from a range of professional disciplines as well as those who are experts through their personal experiences of recovery and rehabilitation.”

Mike Pattinson, Executive Director

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Sector: Not for Profit
Ban the Box employer since: June 2017

How and when do they ask? Choice Support ask after interview.

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Sector: Not for Profit
Ban the Box employer since: October 2015

How and when do they ask? Chwarae Teg do not ask about criminal convictions at any stage of the recruitment process.

“We’re very proud to support this campaign and help re-build lives - employment reduces offending by up to 50%, so it’s in every community’s interest to reduce the barriers to work for people with criminal convictions!”

Gemma Hughes, HR Partner
City & Guilds Group

Sector: Public
Ban the Box employer since: February 2016

How and when do they ask? The City & Guilds Group do not ask about criminal convictions at any stage in the recruitment process.

“The City & Guilds Group is a leader in global skills development, it works with education providers, employers and governments in over 100 countries across the world, to help people and organisations develop their skills for personal and economic growth.”

Chris Jones, CEO

Civil Service

Sector: Public
Ban the Box employer since: February 2016

How and when do they ask? On 8 February 2016 David Cameron announced his support for Ban the Box, stating that the Civil Service would be banning the box across all departments. Business in the Community is working with the Civil Service to help to implement this change.

“They’ve done it in America – it’s called ‘ban the box’- and I want to work with businesses, including the many who’ve already signed up to the Business in the Community campaign, to see if we can do this here. And because I believe in leading by example, I can announce today that every part of the Civil Service will be ‘banning the box’ in these initial recruitment stages.”

The Rt Hon David Cameron MP

Clinks

Sector: Third sector
Ban the Box employer since: May 2017

How and when do they ask? Clinks does not ask about convictions at any stage of the recruitment process.

“At Clinks we support voluntary organisations across England and Wales, but we also lead by example. Ban the box is a great way to show you believe that people who have been in the criminal justice system deserve to live their lives free from discrimination and prejudice. Everybody deserves the chance to change, a job is a vital step on that ladder and we won’t allow people to be disadvantaged because of their past.”

Anne Fox, CEO
Sector: Public
Ban the Box employer since: June 2016

How and when do they ask? Concept Design Solutions only ask about criminal convictions where there is a contractual requirement to do so, and will only ask after the initial sift has taken place.

“I have a record and have found problems with employment.”

Paul Slater, Director

Sector: Construction
Ban the Box employer since: August 2017

How and when do they ask? If security clearances are required, Costain asks at interview stage. However in these circumstances, the job description will state specific requirements.

“We aim to embrace the skills and attributes that everyone can bring to Costain by creating a fair, safe and supportive culture without discrimination, so that no matter who anyone is they have equal opportunity. We believe that our inclusive culture allows our people the freedom to voice their ideas and in turn encourages innovation.”

Sally Austin, HR Director

Sector: Construction
Ban the Box employer since: March 2016

How and when do they ask? Currie & Brown only asks about criminal convictions after a job offer has been made. For regulated roles in sites such as schools Currie & Brown are required to conduct criminal record checks; however these are only performed after an employee has joined the business.

“We are proud to sign up to Ban the Box. This demonstrates our commitment to giving people a fair shot at employment without discrimination. For individuals with a criminal record, this move provides them with the opportunity to account for historic offences in a frank and open discussion. As a business, this prevents us from deselecting otherwise credible candidates, and gives us the opportunity to have a two-way discussion around any criminal record.”

James Grinnell, Group People Director
**Cubiquity**

**Sector:** Media, Marketing and PR  
**Ban the Box employer since:** March 2016

**How and when do they ask?** Cubiquity asks about criminal convictions on a form sent to applicants after a job offer has been made. The conviction is then taken into account along with satisfactory references.

“Our commitment to positive recruitment activity is underpinned by our company’s Equality Policy and we encourage all applicants who can be assured of an open, transparent and positive experience with applying for roles with our business.”

Alison Deymond, HR Director

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**Destria Partners**

**Sector:** Management Consultants  
**Ban the Box employer since:** April 2014

**How and when do they ask?** Destria Partners does not ask about criminal convictions in the first stage of their application process. At the point of making an offer of employment, the company will ask the applicant to disclose unspent criminal convictions.

“Destria Partners activates ideas for good; and a good idea is not to have any unnecessary barriers to recruiting talent and for ex-offenders trying to re-enter the workforce. Our team has been and always will be recruited on abilities and fitness for the role, and any conversations about convictions will be had much later in the recruitment process.”

John O’Brien, Co-Founder

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**Disability Fire Services**

**Sector:** Consultants  
**Ban the Box employer since:** August 2017

**How and when do they ask?** Disability Fire Services does not ask at any stage of recruitment

“We believe that people should be given an opportunity to move forward with their life and given a second chance. We want to be attract the widest range of talent and to achieve this applicants will be reassured that they will not be disadvantaged.”

Stephen Dering, Consultant
**Eversheds**

**Sector:** Legal  
**Ban the Box employer since:** October 2014  

**How and when do they ask?** Eversheds will only request information about unspent convictions once a job offer has been made.

>“Eversheds believes innovation comes from diversity and people – the two go hand in hand. A fair, equal recruitment process is bigger than just the application stage, but barriers must be removed to ensure talented people have access to the opportunities available. Only by removing barriers like the tick box will organisations progress on the journey of becoming diverse and inclusive employers. We’re proud this is a step we’ve taken and we have great people working with us because initiatives like this have made it possible.”

Moira Slape, HR Director

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**Fair Train**

**Sector:** Not for Profit  
**Ban the Box employer since:** March 2016  

**How and when do they ask?** Fair train asks about criminal convictions at interview stage, giving the opportunity for explanation.

>“Fair Train has recently started working with prisons to improve the quality of their work experience provision, through the national Work Experience Quality Standard accreditation. Providing prisoners with high quality training and work experience helps them to access employment opportunities on release, improve their life chances and reduce re-offending. Central to this process is employers seeing the potential in ex-offenders and giving them a second chance. That’s why Fair Train is leading from the front and supporting Ban the Box.”

Beth Gardner, CEO

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**Farrelly Building Services Ltd**

**Sector:** Construction  
**Ban the Box employer since:** April 2016  

**How and when do they ask?** Farrelly Building Services does not ask about criminal convictions at any stage in their recruitment process. They signed up to the campaign after hearing about it from Interserve.

>“We believe in equal opportunities for all persons and respect the right of individuals to have equal rights of access to work. If a person has the skills required for the job their past is irrelevant.”

Paul Farrelly, Director
**Freshfields Bruckhaus Deringer**

**Sector:** Legal  
**Ban the Box employer since:** January 2014

**How and when do they ask?** Freshfields only request information about unspent convictions once a job offer has been made, and convictions that are later disclosed will be assessed on a case-by-case basis. They have implemented a robust policy and process to consider the risk and relevance of any disclosed convictions to the firm. This process is handled by the HR team at the same time as pre-employment checks, and is the same for their regulated and unregulated roles.

“The success of working with ex-offenders that was demonstrated through the Ready for Work programme gained support at senior level for the Ban the Box campaign, allowing us to integrate our commitment to corporate responsibility with our mainstream recruitment practises. By banning the box, we are ensuring that the same candidates that accessed support and opportunities via the Ready for Work programme are now able to compete on a level playing field through the firm’s mainstream recruitment processes.”

Philip Richards, Partner

**Genius Within CIC**

**Sector:** Education, Employment and Training  
**Ban the Box employer since:** July 2016

**How and when do they ask?** Genius Within CIC do not ask about criminal convictions until interview stage.

“Here at Genius Within we are committed to celebrating individual strengths and promoting social inclusion. We strongly believe in rehabilitation and individual’s capacity for change. Whilst we already employ several ex-offenders and actively work with offenders through NOMS CFO round 3 projects, we are always looking to continuously improve our recruitment processes to ensure equality of opportunity, so “Banning the Box” was a no-brainer in terms of value matching.”

Kate Gilbert, Head of Business Development

**Gentoo**

**Sector:** Housing and Homelessness  
**Ban the Box employer since:** October 2015

**How and when do they ask?** Gentoo do not ask about criminal convictions until a job offer has been made.

“Confident knowing their job success will be based on their ability. Joining the Ban the Box campaign means that all of our future employees will have access to a non-discriminatory application process that reflects our inclusive work ethic. Lifting barriers such as these will hopefully encourage more people to fulfil their career aspirations therefore improving their Art of Living and helping to tackle employment issues.”

John Craggs, Acting Chief Executive
**Genuine Solutions Group**

Sector: Technology/Environmental  
Ban the Box employer since: November 2015

How and when do they ask? Genuine Solutions does not ask about criminal convictions at application stage, but asks candidates to discuss any gaps in their CV at a later stage in the recruitment process.

“At Genuine Solutions, we believe very much in second chances and that people should not be judged on their past mistakes providing they are genuine in wanting to turn their lives around. We realise that people may go down the wrong path for reasons open to them at the time and are keen to open up the choices to prove that there is a different way of achieving success for themselves. Very much like our business where we give technology waste a new lease of life, we believe we can do the same with people. If the applicant is keen to learn from past mistakes, has the ability and desire to change, there is no reason why they should not be part of our team.”  
Paul Crossman, UK Managing Director

**Gleeds**

Sector: Surveyors  
Ban the Box employer since: July 2016

How and when do they ask? Gleeds only asks about criminal convictions if there is a contractual requirement to do so. In this case they will ask about criminal convictions at interview stage, or after an offer is made.

“As an equal opportunities employer, Gleeds believes that all applicants should be treated fairly regardless of their background and history. All candidates should be assessed on the merits of their application and aptitude for the role, not by their past. Whilst we would expect potential employees to disclose relevant information during our interview process, we do not believe that a box on an application form should limit a candidate’s progress in applying for a job with Gleeds.”  
Richard Steer, Chairman of Gleeds Worldwide

**Greenzone**

Sector: Facilities  
Ban the Box employer since: October 2017

How and when do they ask? Greenzone does not ask about criminal records, with the exception of a number of roles which require DBS checks.

“GreenZone supports Ban the Box demonstrating our commitment to being an inclusive employer and is evidence of our positive contribution to local communities and the wider society. We believe that, by banning the box, GreenZone are better able to consider convictions at a more appropriate and are able to give people with convictions a better opportunity to compete for jobs.”  
Steve Trew, Managing Director
Ban the Box employer since: October 2017

How and when do they ask? Ground Control will ask about criminal convictions at interview stage, allowing applicants to progress through the online and telephone screening process on the basis of their aptitude for the role.

“Ground Control is a Company that are absolutely focused on “success” and welcome a wide range of talent, skills and experience to help us reach our goals.”

Tanya Mear, People Director

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Sector: Third sector
Ban the Box employer since: July 2016

How and when do they ask? High Peak Food Bank advertise for people with broad life experiences so a criminal record is not usually a problem. Applicants are free to tell us about this in a way that suits them – discussion, on paper etc. separately to the application process.

“We want employees with wide life experiences, for some people this might include previous criminal activity. We acknowledge that most often, having a job prevents criminality and that many people who have a conviction are keen to make a new start. It is important that employers recognise this and the fact that employees with a record are likely to be more loyal and want to demonstrate their capabilities because, against the odds, they’ve been given a chance.”

Paul Bohan, Area Coordinator

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Sector: Facilities Management
Ban the Box employer since: February 2016

How and when do they ask? Hortech do not ask about criminal convictions at the first stage of recruitment, but instead ask at interview stage, when candidates are advised that they may need to undergo a DBS check.

“The business case is that we accept that individuals may have made mistakes, however they should be entitled to a period of rehabilitation and should not be discriminated against because of this. We also acknowledge that we could be missing out on good qualified and experienced individuals who could do well within our business.”

Duncan Jones, Director
"The Howard League has banned the box because a person’s criminal record should not define who they are. Neither should a criminal record impede pathways to appropriate employment. As the world’s oldest penal reform organisation, we would be remiss to not support Ban the Box and we urge businesses to consider joining the campaign."

Andrew Neilson, Director of Campaigns

**Sector:** Not-for-Profit  
**Ban the Box employer since:** Nov 2017

**How and when do they ask?** Howard League for Penal Reform only ask about criminal convictions when someone has been offered a role. If the role is regulated at this point they will require a DBS check.

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**Sector:** Manufacturing  
**Ban the Box employer since:** Mar 2018

**How and when do they ask?** Icon Designs does not ask about criminal convictions.

We recognise people are our most important asset and therefore we have created a corporate ethos which provides opportunities to the people that are willing to participate in our growing success. It is therefore our intent to give everyone seeking to better themselves an opportunity to do so without any prejudice.

Shehzad Ahmad, Chief Development Officer

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**Sector:** Facilities  
**Ban the Box employer since:** May 2016

**How and when do they ask?** Inderflame have never have a box, and only as about criminal convictions once applicants have been shortlisted.

We are a forward-thinking organisation, we have never had a ‘box’ and take each candidate on their own merit. We believe in personal and professional change.”

Rachel Mackenzie, Director
Sector: Facilities Management
Ban the Box employer since: December 2013

How and when do they ask? Interserve does not ask about criminal convictions in the first stage of their application process for any roles. Only where it is a legal or contractual requirement do they ask at a later stage. They announced their support for BITC’s Ban the Box campaign via a company-wide ‘Good News Friday’ newsletter on Friday 31st January and their Business Support Services Newsletter for February. This reaches a wide and diverse audience.

encouraging their peers and employees to find out about the Ban the Box campaign.

“Interserve is proud of our equality and diversity credentials with people joining us from many diverse backgrounds. Ban the Box supports this culture and allows people to be assessed on their skills and abilities rather than pre-judged on their criminal convictions.”

Scott Hill, HR Director, Interserve Support Services

Sector: Medical and Health
Ban the Box employer since: May 2016

How and when do they ask? Intuitive Thinking Skills supports people to move on from substance misuse and the criminal justice system, and all employees have a background of this sort. Intuitive Thinking Skills do not ask at the first stage of recruitment, however their roles are DBS checked.

“As an employer who actively employs ex-offenders I find that generally they bring huge assets that are often not found in other areas of the workforce.”

Peter Bentley, Director

Sector: Facilities Services
Ban the Box employer since: March 2014

How and when do they ask? ISS UK Ltd does not ask about criminal convictions in the first stage of their application process for any roles. In certain circumstances, or if it is required by a client, ISS UK Ltd will conduct checks of unspent criminal convictions once an offer of employment has been made.

“Removing barriers which discriminate against talent of any type or background is good for the individual and good for business. Ban the Box is a great initiative that demonstrates business has a real role to play in reducing re-offending rates by judging people first on their skills and potential. Ban the Box helps promotes a positive personal spiral based on improving self-esteem and a solid job. I would encourage all businesses to grasp the challenge and Ban the Box.”

Richard Sykes, Chief Executive Officer
**J.M. Scully Ltd**

**Sector:** Construction  
**Ban the Box employer since:** March 2014  
**How and when do they ask?** J.M. Scully Ltd will not ask about criminal convictions through their application forms or formal recruitment process.

“J.M. Scully is an Equal Opportunities Employer and it is our policy that all persons have equal opportunity for employment and advancement on the basis of their ability, qualifications and suitability to do a job. The aim of the policy is to ensure that no job applicant or employee receives less favourable treatment. We believe that by banning the box this will allow us to recruit from a wider pool and all applicants will be judged on a level playing field.”

Shirley Scully, Managing Director, J.M. Scully

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**JP Concrete**

**Sector:** Construction  
**Ban the Box employer since:** August 2015  
**How and when do they ask?** J P Concrete will not ask about criminal convictions through their application forms or formal recruitment process.

“JP Concrete are proud to be associated with ban the box. As a company we have an ongoing relationship with HMP Onley assisting with the rehabilitation and training of prisoners. We believe ex-prisoners should be given a fair chance when re-entering society and ban the box is an important step towards this.”

Philip White, Director, J P Concrete

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**Kier**

**Sector:** Construction  
**Ban the Box employer since:** December 2017  
**How and when do they ask?** Kier do not ask about criminal convictions, unless a contract requires a DBS check in which case they ask before completing the check.

“Kier is a vibrant and diverse business that provides exciting career opportunities in literally hundreds of roles across the country and internationally. As we grow and evolve, it is essential we provide a diverse environment of inclusion that ensures everyone, from whatever background, is respected and supported. In doing so we will all benefit and attract even more talent to the business that will truly help achieve our goal to make Kier the very best it can be.”

Claudio Veritiero, Group Strategy and Corporate Development Director
**Sector:** Food and Beverage  
**Ban the Box employer since:** November 2014

**How and when do they ask?** Kinnerton Confectionery asks about criminal convictions once an offer of employment has been made. A form to declare unspent criminal convictions is sent out to new starters with the offer letter and contract of employment.

“At Kinnerton we believe in employing people based on their skills and experience and that everyone deserves a chance. We understand that people may have made mistakes, therefore should a conviction be declared by a candidate after the offer of employment, we can be confident that the conviction is considered without prejudicing the interview/job offer.”

Lisa Martin, HR Operations Manager

**Sector:** Insurance  
**Ban the Box employer since:** December 2014

**How and when do they ask?** Lancashire Group does not ask about criminal convictions in the first stage of their application process. After an offer of employment has been made, Lancashire Group carries out a criminal record check as part of general background screening. Senior positions within the company are regulated by the FCA and the same process for recruitment applies in these instances.

“Recruiting the right people for Lancashire is a high priority for the business and we promote the value of having a diverse workforce. We base all recruitment decisions on the ability of our prospective employees to do the job, without consideration to race, age, gender, sexual orientation, disability, beliefs, or background. Ban the Box aligns with our commitment to being an equal opportunities employer. The campaign further aligns with our corporate social responsibility efforts, in particular, our partnership with St Giles Trust, a charity which supports ex-offenders and prepares them for training and employment opportunities.”

Charles Mathias, Group Chief Risk Office

**Sector:** Real Estate  
**Ban the Box employer since:** December 2013

**How and when do they ask about criminal convictions?** Land Securities does not ask about criminal convictions at the first stage of their recruitment process. The majority of Land Securities’ employment is through their supply chain and supporting disadvantaged groups who are furthest from the job market is a key priority in Land Securities’ CSR strategy.

“Land Securities seeks the most talented people as team members, who are representative of the communities in which we work. As such we seek to recruit from as diverse a pool as possible. Ruling anyone out from the beginning would not give us the wide range of applicants we are looking for.”

Diana Breeze, Group HR Director
**Leo Burnett**

**Sector:** Communications  
**Ban the Box employer since:** October 2014

**How and when do they ask?** Leo Burnett does not ask about criminal convictions at any stage of their application process, and worked with Business in the Community to create an awareness campaign called 'second chance'.

“Leo Burnett have always supported attracting and nurturing the very best talent wherever it comes from. We very much value our employees as it is their creativity and ideas that help make our creative product great and make our agency culture unique. As a result of this we want to ensure we don’t cut off any potential talent sources, and we therefore fully support Ban the Box and do not include or ask about criminal convictions on our application forms. We believe everyone should be judged on merit and their potential, rather than what may have happened in their past. Everyone deserves a second chance.”

Rob Varcoe, Group HR Director and Sarah Bowmann, Group Talent Strategy Director

**Linklaters**

**Sector:** Legal  
**Ban the Box employer since:** September 2015

**How and when do they ask?** Linklaters have banned the box from all application forms, and do not ask about criminal convictions at any stage in the recruitment process. Checks for regulated roles are carried out by the Solicitors Licensing Authority before applicants apply for a role.

“Our goal is to foster a working environment in which individual differences are respected and valued, and everyone has the opportunity to excel. An important dimension of this approach is our support for Ban the Box, ensuring that every candidate is seen for what they offer now and not for moments in their past. We are working hard to overcome barriers to employment, whether they are absolute or perceived and Ban the Box is a visible and clear statement that we are delighted to endorse and employ.”

Felix Hebblethwaite, Global Head of Recruitment and Resourcing

**Liverpool Vision**

**Sector:** Government Administration  
**Ban the Box employer since:** September 2014

**How and when do they ask?** Liverpool Vision does not ask about criminal convictions in the first stage of their application process. At the point of making an offer of employment, the company will ask the applicant to disclose unspent criminal convictions.
Sector: Construction
Ban the Box employer since: October 2014

How and when do they ask? Macs Plasterboard Systems will not ask about criminal convictions through their application forms or formal recruitment process.

“Our business believes that every person deserves a second chance in life. We have living proof this can happen and assist candidates into a better life.”

Tom McLoughlin, CEO

Sector: Product Design and Procurement
Ban the Box employer since: April 2014

How and when do they ask? Matrix APA Ltd does not ask about criminal convictions at any stage of their application process.

“After a ‘Seeing is Believing’ visit to HMP Brixton, it was clearly evident that getting offenders back into work was a top priority if we want to see national crime rates fall. Banning the box is the first step in creating opportunities for ex-offenders and will make the critical difference to the employment prospects for many thousands of people leaving prison. Our own culture focuses heavily on fairness and the opportunity for a second chance; we all make mistakes in life, some bigger than others, but we believe those who fall hardest need the greatest amount of help. Being part of Ban the Box helps in a big way to achieve this.”

Charlie Bradshaw, Managing Director

Sector: Technology
Ban the Box employer since: October 15

How and when do they ask? MVF does not ask about criminal convictions at any stage of their application process.

“MVF has never included a box for convictions on our application form, but we are now taking the positive step of joining the ban the box movement and making this part of our company policy. We believe candidates should be considered for roles based on their talent and skills alone and everyone should have the opportunity to apply. We feel it is the responsibility of business to lead by example and be a force for good in the community, and this movement is something we are proud to be part of.”

Titus Sharpe, CEO
Sector: Third Sector  
Ban the Box employer since: February 2014  

How and when do they ask? Nacro does not ask about criminal convictions in the first stage of their application process. At the interview stage, once a shortlist of candidates has been created Nacro asks them to fill out a criminal record declaration form. This contains sufficient room for applicants to provide a written disclosure statement, which they can take along to the interview and hand to the panel.

“Nacro believes that this campaign will help employers to consider applicants first and foremost on their merits; this should enable people who have put their criminal past behind them to get into work so they can become productive, financially independent members of society.”

Lucy Anderson, Director of HR and Organisation Development

Sector: Support Services  
Ban the Box employer since: December 2013  

How and when do they ask? NBC Bird and Pest Solutions does not ask about criminal convictions at the first stage of their application process. At the point of interview, the company will ask the applicant to disclose any unspent criminal convictions.

“NBC decided to ban the box for several reasons, we didn't feel the question was relevant to our decision making process when looking for a new team member. We assess them on many criteria with a focus on their ability now and so long as we felt that there was nothing that would prevent them from meeting our expectations as an employer now their past had little or no relevance.”

John Dickson, Managing Director

Sector: Not for Profit  
Ban the Box employer since: May 2015  

How and when do they ask? Only Connect have removed the tick box on all online and paper applications forms. Instead, they ask candidates to disclose unspent criminal convictions at interview stage, where they explore a candidate’s knowledge of the criminal justice system.

“Steady employment after prison makes a significant difference to reoffending rates. In today’s day and age there is no room for discrimination. Some of our most valuable employees have been through the criminal justice system, and companies that discriminate are missing out on some of the most diverse talent out there.”

Beth Murray, Public Engagement Director
**Sector:** Education  
**Ban the Box employer since:** April 2015  

**How and when do they ask?** Community Interest Company On Course South West does not use application forms but instead accept video applications. In most cases they do not ask about convictions, but where a DBS check is required this is clearly advertised and only sought following an offer of employment.

> “Adult learning is about working in partnership with individuals to maximise opportunities and look forwards to the future. We recognise that every person brings a different dimension to the organisation and that to exclude individual talents on the basis of past actions will stop our organisation from fully representing our community. Safeguarding our learners is of course essential, however our recruitment process ensures that attitude and commitment have a chance to shine and that potential is not lost due to arbitrary judgements.”

Heather Morris, Curriculum Manger and HR Director

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**Sector:** Health and social care  
**Ban the Box employer since:** April 2018  

**How and when do they ask?** Pen Optical asks candidates about their criminal convictions and the circumstances surrounding them at the interview stage. They recruit optometrists, which is regulated by the General Optical Council (GOC). A conviction will not stop them working with individuals unless it impacts on their registration with the GOC or it means they are not allowed to work with prisoners.
Sector: Not for profit
Ban the Box employer since: May 2016

How and when do they ask? In line with their objectives as a charity, the Prison Reform Trust takes a proactive approach to recruiting people with criminal convictions. They do not ask about convictions at the first stage, but may ask at interview stage where relevant.

“The Prison Reform Trust's aim is to create a just, humane and effective penal system. We work to improve prison regimes and conditions, address the needs of prisoners’ families and promote alternatives to custody. We have a strong track record record of changing justice policy and practice. We believe work is an important rehabilitative step, and do not discriminate on the basis of criminal record. We have a long record of employing former offenders and providing voluntary opportunities.”

Sam O’Sullivan, Head of Finance & Human Resources

Sector: Not for profit
Ban the Box employer since: May 2016

How and when do they ask? Prisons Org UK does not ask at any stage of recruitment.

“As an ex-offender, and the founder and former Chief Executive of UNLOCK - the national charity for people with convictions - I know how important it is to give people that vital second chance. Equality we owe our employees a duty of care so it is important that before we appoint we ask about convictions that may put that at risk. If the conviction doesn't present a risk to the safety of others and is irrelevant to the job applied for we ignore it completely - and ask others to do the same.”

March Leech, Editor, the Prison’s Handbook

Sector: Not-for-profit
Ban the Box employer since: February 2017

How and when do they ask? Peer Power Youth only asks about criminal convictions after shortlisting candidates.

“Peer Power Youth are committed to the recruitment of a diverse team, that reflects the diversity of our beneficiaries.”

Anne-Marie Douglas CEO
**Sector:** Logistics  
**Ban the Box employer since:** October 2013

**How and when do they ask?** PRO-Driver does not ask about criminal convictions at any stage of their application process.

“Everyone deserves a chance to rebuild their life.”

Joss Ronchetti, Managing Director

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**Sector:** PR and Communications  
**Ban the Box employer since:** October 2014

**How and when do they ask about criminal convictions?** ProjectSimply will not ask about criminal convictions at any stage of their application process.

“We believe that people should have an opportunity based on desire, skill and a good fit with a current position, not on historical blemishes. Inclusion and rehabilitation is an ongoing process brought about by acceptance, purpose and pride.”

Christian Hill, CEO

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**Sector:** Utilities  
**Ban the Box employer since:** February 2017

**How and when do they ask?** Quesera does not ask about criminal convictions at any stage, and actively seeks to employ ex-offenders.

“Because we are Sole Ex-offender Employer we don’t even ask about previous convictions! Every ex-offender should be given a 2nd chance”

Kenneth Ford Wyatt, Managing Partner

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**Sector:** Utilities  
**Ban the Box employer since:** June 2016

**How and when do they ask?** Record UK does not ask about criminal convictions until the final interview stage, as DBS checks are required to fulfil some of their contract.
Sector: Recruitment
Ban the Box employer since: March 2018

How and when do they ask: The Recruitment and Employment Confederation does not have an application form but works with its recruitment agencies to ensure they do not ask for disclosures until after the first round of interviews.

“The recruitment industry has a key role to play in supporting people with criminal records to get into work, so we’re helping our members put inclusive hiring at the forefront. Recruiters are in a unique position with the power to transform people’s lives, so they need to take steps to ensure their processes are fair and give everyone the chance to succeed.” Kevin Green, Chief Executive, REC

Sector: IT
Ban the Box employer since: October 2014

How and when do they ask? UK does not ask about criminal convictions in the first stage of their application process. At the point of making an offer of employment, the company will ask the applicant to disclose unspent criminal convictions.

Are there any roles that are exempt from these processes? For regulated roles such as in field service operations, Ricoh UK will require spent and unspent convictions to be disclosed and request the appropriate DBS check prior to employment.

“Ricoh UK pride themselves on being an employer of choice and have robust policies ensuring fairness and equality around employment: when we were asked to support the ‘Ban the Box’ campaign we put in place actions to remove the box from our recruitment process. Every time I support a ban the box event I feel inspired at the drive and desire of the individuals involved to take any second chance offered and prove they can move on and be successful. By removing the declaration of convictions box from applications, Ricoh UK are able to judge individuals on their skills and abilities and not their past.”

Phil Keoghan, CEO, Ricoh UK

Sector: Hospitality
Ban the Box employer since: August 2014

How and when do they ask about criminal convictions? Roast Restaurants Ltd does not ask about criminal convictions at any stage of their application process.

“We see no need to highlight people’s pasts and have a long-established commitment to working with ex-offenders. We have successfully recruited people with criminal convictions over many years and look to what role their future plays in ours.”

Iqbal Wahhab, Founder, Roast Restaurants Ltd
**Sector:** Construction  
**Ban the Box employer since:** April 2018

**How and when do they ask?** Saint Gobain only ask about criminal convictions where it is necessary and relevant to the position being applied for. They are committed to ensuring that all candidates are assessed fairly and equally for the skills and experience they offer.

At Saint-Gobain we value the contribution of all of our employees, and strive to treat everyone fairly and equally. We also believe in ‘banning the box’, to ensure that we are able to initially give everyone an opportunity to be considered by Saint-Gobain based on the value they can offer our company.

Ieuan Male-Maltby, Recruitment Manager, Saint-Gobain Delegation UK & Ireland

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**Sector:** Utilities  
**Ban the Box employer since:** November 2015

**How and when do they ask?** Safety Access Solutions do not ask about criminal convictions, recognising that most of their employees have gone through the necessary checks to work on a prison site.

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**Sector:** Charity / Third Sector  
**Ban the Box employer since:** July 2014

**How and when do they ask?** 2nd Chance Project does not ask about criminal convictions in the first stage of their application process, and only asks at a later stage for regulated roles. For regulated roles where applicants will be working directly with children and vulnerable adults, 2nd Chance Project will ask candidates about their criminal convictions and carry out enhanced DBS checks before an employment offer is finalised.

“We are passionate about inspiring change and achievement. In order to do so we are proud to promote an end-to-end solution. This means the clients we engage have the potential to progress through 2nd Chance and potentially volunteer or work for our organisation as we believe they can be the most effective solution and help us to become a market leader.”

James Mapstone, Managing Director
**Sector: Third Sector**

**Ban the Box employer since:** September 2014

**How and when do they ask?** Serenity Services will ask the applicant to disclose unspent criminal convictions when making an offer of employment.

For regulated roles, where applicants will be working directly with children and vulnerable adults, they ask candidates about their criminal convictions and carry out enhanced DBS checks before an employment offer is finalised.

“The act of discrimination from a perspective employer will break the confidence, a high probability of ex-offender re-offending. Our aim is not only to improve an ex-offender’s reading, writing, spelling and employability skills but to employ some ex-offenders for suitable positions within the organisation.”

Andrius Remeikis, Trustee and Director

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**Sector: Recruitment**

**Ban the Box employer since:** October 2017

**How and when do they ask?** SES Group is a recruitment agency providing staff for events. The company has a strong ethos of supporting ex-offenders into employment, and offers applicants the opportunity to disclose at interview.

“As an ex offender myself and running my own company for the past 8 years, I have faced struggles as a result of having a conviction. I'm aware through that offenders with less skills, experience & those at the lower end of the academic or social ladder face a huge stigma. My company has proof that it does work and since opening, we've had roughly around 500 ex-offenders on our books throughout the years and lost a mere 2% of them back to reoffending, again proving that people do want to work.”

Krista Brown, Recruitment Director

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**Sector: Third Sector**

**Ban the Box employer since:** October 2014

**How and when do they ask?** Shekinah Mission asks the applicant to disclose unspent criminal convictions at interview. This information will only be shared with the organisation’s HR team and not the recruitment panel. For regulated roles, they will ask about spent and unspent criminal convictions, requesting the appropriate DBS check.

“We want to recruit staff who can make a real difference to people’s lives. People with ‘lived experiences’ can make a significant contribution to that but are often put off by barriers. Disclosure of convictions should be part of the conversation, but not the starting point.”

John Hamblin, CEO
**Sector:** Digital Marketing  
**Ban the Box employer since:** May 2014

**How and when do they ask?** SiteVisibility Marketing Ltd does not ask about criminal convictions in the first stage of their application process. At the point of final interview, the company will ask the applicant to disclose any unspent criminal convictions.

“To give people a second chance.”

Jason Woodford, Chief Executive Officer

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**Sector:** Recruitment  
**Ban the Box employer since:** May 2015

**How and when do they ask?** Society does not ask about criminal convictions at any stage of their recruitment process.

“We’re strongly supportive of Business in the Community’s Ban the Box campaign. Far too many people are being effectively excluded from the workforce by antiquated recruitment practices that screen them out before there’s been a chance for the Hiring Manager to get to know them as a human being, to understand their journey, or to put their past into its full context. A small tweak to the way organisations select people for interview can remove this enormous yet invisible barrier, and will benefit both companies, employees and society at large.”

Simon Lucas, Managing Director, Society

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**Sector:** Support services  
**Ban the Box employer since:** May 2015

**How and when do they ask?** Sodexo do not ask about criminal convictions at any stage in the recruitment process, with the exception of their Ministry of Justice roles which require that they ask at application stage, and their regulated roles where a DBS check is carried out only if the candidate is successful.

“Sodexo is proud to Ban the Box. As a services company working to improve quality of life across a variety of industries our most valuable asset is our people. We want to attract the best people and recognize that the tick box may have been keeping us from a very valuable pool of talent. In addition, as a company responsible for both prison and probation contracts, we understand how important employment is to rehabilitation. Ban the Box gives ex-offenders the opportunity to compete on a level playing field for employment.”

Angela Williams, HR Director, UK and Ireland
**SOUTHBANK CENTRE**

**Sector:** Arts  
**Ban the Box employer since:** June 2014

**How and when do they ask?** At the point of making an offer of employment, the company will ask the applicant to disclose unspent criminal convictions. Southbank Centre hire for some roles working with children or vulnerable adults. These roles require DBS checks; however Southbank Centre will not ask about convictions or initiate DBS checks until after an offer is made, aligning with their commitment to assess applicants' skills first.

“Southbank Centre changes people’s lives every day through encounters with art and culture. We are determined to make these encounters available to all regardless of background. By offering a fair employment opportunity to ex-offenders, we will increase the vibrancy and diversity of Southbank Centre. This will help us welcome the world to our much-loved site. We are proud to support Ban the Box.”  

Richard Buxton, Human Resources Director

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**Sova**

**Sector:** Third Sector  
**Ban the Box employer since:** April 2015

**How and when do they ask about criminal convictions?** Sova highlights that it welcomes applications from ex-offenders, and explains that the regulated nature of many of its roles means a criminal record check may be necessary. Sova therefore discreetly offers applicants the opportunity to confidentially discuss convictions before applying.

“Sova believes that everyone has the capacity to change their life for the better. We also believe that to make those changes you often need someone on your side – someone who understands you and what you are going through.”

Sophie Wilson, COO

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**STYLES & WOOD GROUP**

**Sector:** Architects  
**Ban the Box employer since:** February 2015

**How and when do they ask?** Styles & Wood has removed the question about criminal conviction from job application stage and potential employees are only required to disclose convictions at a later stage where it is deemed a requirement by the client.

“Finding stable employment is widely recognised as a contributing factor to the successful rehabilitation of ex-offenders, so industry must step up and accept their role in the process. Around 42% of construction companies struggle to recruit employees with the right skills and with a well-publicised skills gap, we can’t simply exclude 17% of the UK population from the recruitment process on the basis that they have a criminal record. The box is much more than a tick on a page; it’s a permanent reminder and for many, a challenging hurdle to overcome. We need to ban the box then employers can focus on an individual’s skills and experience as opposed to a tick on page.”

Karen Morley, HR Director
**Sector:** Housing  
**Ban the Box employer since:** June 2016

**How and when do they ask?** St Leger Homes only ask about criminal convictions if an applicant reaches application stage.

“We actively promote equality of opportunity for all with the right mix of talent, skills and potential and welcome applications from a wide range of candidates, including those with criminal records. We only ask job candidates to tell us about ‘unspent’ convictions as defined in the Rehabilitation of Offenders Act 1974. We only take into account unspent convictions, when making recruitment decisions, where the ‘unspent’ convictions are relevant to the post. We select all candidates for interview based on their skills, qualifications and experience.”

Linda Keeling, Head of Human Resources and Health and Safety

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**Sector:** Utilities  
**Ban the Box employer since:** August 2016

Tide

“We Working in Partnership with Ban the Box to achieve the Thames Tideway Tunnel objective, we believe in providing opportunities to those from all backgrounds”

Julie Thornton, Head of HR

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**Sector:** Housing  
**Ban the Box employer since:** August 2015

**How and when do they ask?** Trafford Housing Trust was the first housing association to sign up to the campaign. They do not ask about criminal convictions at the first stage of the recruitment process. Candidates will be asked to disclose criminal record information at the point at which they are shortlisted.

“People will have a fair chance to get to an interview based on their competency for a vacancy, rather than being excluded automatically because of a conviction unrelated to their ability to perform the role in question.”

Matthew Gardiner, Chief Executive
TRUE STORY

Sector: Media, Marketing and PR
Ban the Box employer since: October 2013

How and when do they ask about criminal convictions? True Story does not ask about convictions at application stage, but does address gaps in employment history at interview and have in place a full induction process and probation period. They feel that this is more relevant to manage the inherent risk of the recruitment process.

“We don’t believe there is any merit in having a ‘tick box’ to screen out ex-offenders because we want to put the emphasis on skills, abilities and best fit for our company. We invest time in the recruitment, induction and probation process to give us the best chance of making this work. We’re a relatively small company with around 80 employees but businesses like ours have a big role to play in ensuring people have the opportunity to compete.”

Jayne Mayled, CEO

Unlock

Sector: Third Sector
Ban the Box employer since: February 2014

How and when do they ask? Unlock only asks about convictions once a job offer has been made. At this stage, they ask applicants to complete a self-disclosure form. They may then arrange a discussion with the candidate. The rationale for this process is to ensure that the organisation only considers the convictions of the person they want to offer a position to. It also means that applicants who do not reach the final stage of the process do not have to disclose sensitive personal information unnecessarily. They have a clear policy on their website which sets out this process, so that applicants can have confidence in knowing how the recruitment process works.

“We believe that, by banning the box, employers are better able to consider convictions at a more appropriate stage in the recruitment process, and at the same time are able to give people with convictions a better opportunity to compete for jobs.”

Christopher Stacey, Director (Services)

Virgin Trains

Sector: Utilities
Ban the Box employer since: February 2016

How and when do they ask? Virgin Trains does not ask about criminal convictions until an initial job offer has been made.

“We already work with people with convictions so banning the box seemed a logical step to take given our current work. We do not want to put people off applying for roles with us and would like to make our decisions based on where the candidate is now and what they can add to our business.”

Kathryn Wildman, Lead Recruiter
Viridor
Transforming waste™

Sector: Utilities
Ban the Box employer since: November 2015

How and when do they ask about criminal convictions? Viridor does not ask about criminal convictions at any stage in their recruitment process, to reflect a desire to build on strengths and not weaknesses.

“Viridor’s objective is to be the UK’s leader in renewable energy and resource management, with the customer and the heart of everything we do. We can only achieve this by having a first-class, talented, motivated and skilled workforce. We are not so interested in what you’ve done in the past but what you can achieve in the future. By building on your positive attributes and experiences, not those you regret. We have the opportunity to help each other to do things right, not do things wrong.”

Simon Catford, HR & Regulatory Director

Walking With The Wounded
Supporting Our Wounded Into Work

Sector: Third Sector
Ban the Box employer since: September 2014

How and when do they ask? At the point of interview, Walking with the Wounded will ask the applicant to disclose unspent criminal convictions. Where it is a legal requirement, Walking With The Wounded will inform the applicant at interview that they will be undertaking a DBS check.

“Walking With The Wounded supports the Ban the Box campaign because it is absolutely right. A past criminal conviction has no bearing on an individual’s ability to do a good job today. It will reduce reoffending, give individuals a second chance and increase our access to the talent pool in the wider community. We as a collective workforce are proud to wholeheartedly adopt this policy.”

Fergus Williams, Director of Operations PR

007 Pest Control Ltd

Sector: Waste management
Ban the Box employer since: November 2015

How and when do they ask? 007 Pest Control will only ask about criminal convictions when a DBS check is required, and only after the initial applications stage.

“Sometimes in life people make simple mistakes whether it be to put food on the table to having a drug addiction or to simply being in the wrong place at the wrong time. Almost half of all adult offenders released from custody re-offend within a year. But evidence shows that having a job has been proven to reduce re-offending by 25-33%. We want to help that 25-33%.”

Myles Butler, Director, 007 Pest Control