



Ban the Box

Don't take a tick box approach to finding your next new recruit. Remove the criminal record tick box from application forms; ask about candidates' criminal convictions later.

Are you finding it hard to recruit?

Every employer wants to recruit the best person for the job. But does your business:

- ✗ Ask about convictions at the first stage of the application process?
- ✗ Operate blanket exclusions for ex-offenders?
- ✗ Expect recruiting managers to understand and respond to disclosure of convictions without guidance?



If so, you are **probably excluding people with criminal convictions** from roles for which they may be qualified and capable of doing. The tick box tells them you won't give them a chance.

Ban the Box is an inclusive way to recruit 11 million people in the UK have a criminal record. Yet **75% of employers** admit to discriminating against applicants with a criminal conviction.

Ban the Box provides a simple step all employers can take. No tick box means more contextual information - so you only reject candidates where the conviction poses a relevant risk.

It opens up a vast pool of talent and brings down the £15 billion a year cost of reoffending for businesses, taxpayers and communities.

Find out more about Ban the Box and employing ex-offenders at www.bitc.org.uk/banthebox

There's no one-size-fits-all model

Every employer that signs up to the campaign states their commitment to considering applicants' skills, experience and ability to do the job first. They then choose to ask about convictions at a stage in the recruitment process that suits their business.

"Prison changes people, life changes people and a job for a person with a criminal conviction, or who is being released from prison, can be the biggest and most important factor in them not reoffending." Michaela Booth, ex-offender

- **Don't have a tick box? Sign up at www.bitc.org.uk/BTBRegistration**
- **Do have a tick box? Contact banthebox@bitc.org.uk for support.**





The Prince's
Responsible
Business Network

Employers of all sizes and sectors have signed up to Ban the Box including:



Civil Service



Freshfields Bruckhaus Deringer



Plus many more...

Together these employers with hundreds of thousands of roles in their workforce have publicly committed to a fair recruitment process for ex-offenders. Join them at bitc.org.uk/banthebox



Royal Founding Patron: HRH The Prince of Wales
Chairman: Jeremy Darroch
Chief Executive: Amanda Mackenzie OBE

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