



The Prince's  
Responsible  
Business Network



Ban the Box and employment

# CREATING A FAIR CHANCE FOR EX-OFFENDERS

Jessica Rose, Campaign Manager



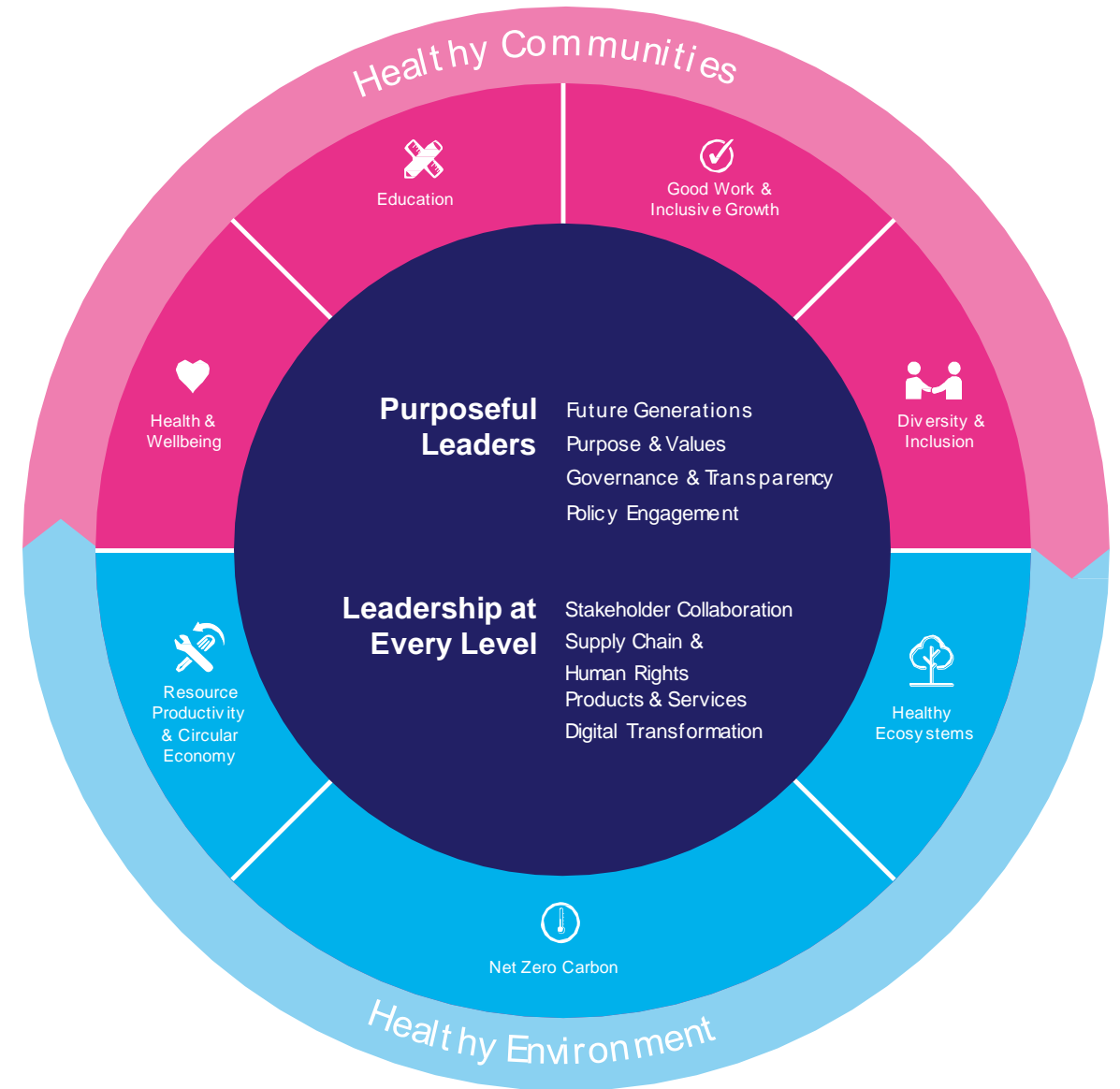


**WE EXIST TO INSPIRE AND  
ENGAGE BUSINESSES TO  
BECOME MORE  
RESPONSIBLE AND TACKLE  
SOME OF SOCIETY'S  
BIGGEST ISSUES**

# ABOUT BUSINESS IN THE COMMUNITY

Business in the Community exists to build healthy communities with successful businesses at their heart.

We are The Prince's Responsible Business Network - a business-led membership organisation made up of progressive businesses of all sizes who understand that the prosperity of business and society are mutually dependent.







**11 MILLION PEOPLE  
IN THE UK HAVE A  
CRIMINAL RECORD**

# WHAT DO WE KNOW?

People with a criminal record are quite a lot like the rest of us.

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## A few facts

- The majority of people with a criminal record haven't been to prison.
- Of those who have been to prison, 71% committed a non-violent crime.
- 97% of prisoners want to stop reoffending.
- 68% of prisoners said a job and 60% said a place to live would be important for this.

**“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, blogger

# BAN THE BOX

Ban the Box calls on UK employers to give ex-offenders a fair chance to compete for jobs by removing the tick box from application forms that asks about criminal convictions.



## Diverse, untapped talent

- Ban the Box encourages talented applicants.
- It brings down the **£15 billion a year cost** of reoffending for businesses, taxpayers and communities.

**ARE YOU HAVING  
DIFFICULTY  
RECRUITING?  
TRY ASKING  
ABOUT CRIMINAL  
CONVICTIONS  
LATER IN THE  
RECRUITMENT  
PROCESS.**

**75% of employers** admit to discriminating against people with a criminal record.





**“I take pride in the work I produce, and I take pride in the role I play in this company. Without being given a chance, I don’t know what I’d be doing”**  
– Donna, now employed at Costain

**MORE THAN 120  
COMPANIES SIGNED  
UP, COVERING MORE  
THAN 825,000 ROLES**



# EMPLOYERS OF ALL SIZES AND SECTORS



ALLEN & OVERY



choicesupport  
make life more interesting



FUJITSU



Linklaters



RICOH  
imagine. change.



SOUTHBANK  
CENTRE



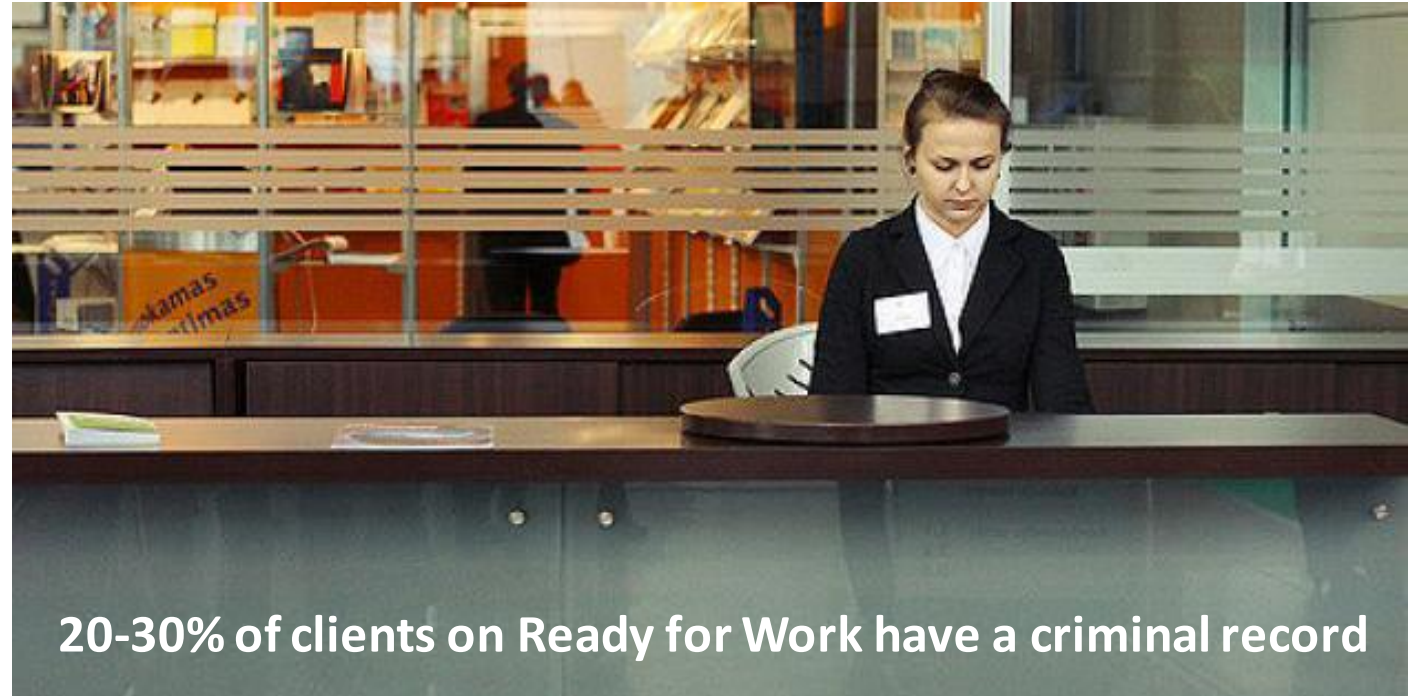
And many more!

# READY FOR WORK

**Business in the Community's flagship employment programme supports some of society's most disadvantaged people to enter employment, with business involvement every step of the way.**

Two-week work placements give our clients the chance to get to know potential employers and gain valuable skills and experience.

**The four-stage programme involves...**



# THE BUSINESS CASE

Removing the criminal records tick box from application forms and asking about convictions later in the recruitment process widens your choice of candidates and gives you the context to make an informed decision.

1

**Access a wider, more diverse talent pool**  
People with criminal convictions come from all walks of life.

2

**Fill skills gaps, improve employee turnover**  
People with convictions make reliable, loyal and hardworking employees

3

**Save on recruitment costs**  
More candidates will find you directly because you're a Ban the Box employer.

4

**Boost your reputation**  
65% of organisations promoting their involvement in the media report a positive impact while other say it gives their bids a winning edge.





**“I’m clear. There’s a real commercial advantage to our work with ex-offenders...I get access to a huge pool of talent that a large percentage of employers aren’t even looking at. Some of the most highly skilled people I’ve ever met have been in prisons.”**

**Scott Hill, Interserve**



# FOUR STEPS TO BAN THE BOX

Does your application form have a tick box asking about criminal convictions? Show that you recruit on talent, not past mistakes.

1

**Explore the social and business case**  
**Look at the benefits with key internal stakeholders.**

2

**Assess legal, regulatory and contractual requirements**  
**Our sector-specific guides can help.**

3

**Develop your recruitment process**  
**Decide when and how will you ask about convictions and ensure a fair process. Train recruiters.**

4

**Ban the Box**  
**Communicate internally and make changes to your recruitment materials. Finally, fill out our sign up form and plan your launch with us.**



**“This is not a simple issue. People end up offending for a variety of complex reasons. 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,  
Walgreens Boots Alliance**

**BAN  
THE  
BOX**