

If your organisation is committed to Inclusive Hiring, sign up to BITC's [Opening Doors campaign](#) to help make 2 million jobs more accessible to diverse talent.

EMPLOYERS THAT HAVE BANNED THE BOX

Ban the Box calls on all UK employers to give people with criminal convictions a fair chance to compete for jobs by removing the tick box from application forms that ask about criminal convictions. The campaign now covers more than one million jobs, thanks to a growing movement of employers.

This factsheet lists every employer who has signed up to the Ban the Box campaign. Ban the Box employers may still ask about convictions at a later part in the recruitment process, and there may be some convictions that they cannot accommodate.



If you have a conviction and require more help to find suitable employment, you may wish to contact the following organisations:

[Unlock](#)

[Offploy](#)

[Bridge of Hope](#)

[Nacro](#)

SECTORS

<u>Arts & Culture</u>	<u>Industrials & Engineering</u>
<u>Charity</u>	<u>IT - Hardware, Software & Services</u>
<u>Construction</u>	<u>Legal</u>
<u>Education & Employability</u>	<u>Leisure & Hotels</u>
<u>Environment, Conservation, Heritage</u>	<u>Media, Marketing & PR</u>
<u>Fast Moving Consumer Goods</u>	<u>Professional Services</u>
<u>Further Education</u>	<u>Public Sector</u>
<u>Financial services & Investment Management</u>	<u>Real Estate</u>
<u>Food & Beverage Producers</u>	<u>Retailers</u>
<u>Government Administration - Central</u>	<u>Support Services</u>
<u>Government Administration - local</u>	<u>Transport</u>
<u>Health care</u>	<u>Utilities</u>
<u>Household & Personal Goods</u>	
<u>Housing</u>	
<u>Human rights</u>	

Arts and Culture



Employer: Arts Council

Sector: Arts & Culture

Ban the Box employer since: July 2019

How and when do they ask? Arts Council ask this question at offer-acceptance stage (in the form people complete when they are accepting an offer of employment).

Young Vic

Employer: Young Vic

Sector: Arts & Culture

Ban the Box employer since: October 2019

How and when do they ask? The roles in their Taking Part Team and their Company Manager role require DBS checks as they could be in contact with children and / or vulnerable adults without others present.

They only request for a disclosure once the position has been conditionally offered to the individual and only criminal convictions that would impact being able to work with children or vulnerable adults would be considered.

Charity



Employer: Advantage

Sector: Charity

Ban the Box employer since: December 2021



Employer: Age UK Shropshire Telford & Wrekin

Sector: Charity

Ban the Box employer since: February 2020

How and when do they ask? Job applicants are only asked about criminal convictions at the formal offer of employment stage.



Employer: Boingboing

Sector: Charity

Ban the Box employer since: October 2021

How and when do they ask? Boingboing only ask about criminal convictions prior to a conditional job offer being made.



Employer: Business in the Community

Sector: Charity

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.

Employer: Business in the Community Northern Ireland

Sector: Charity

Ban the Box employer since: October 2013



Employer: Catch 22

Sector: Charity

Ban the Box employer since: August 2019

How and when do they ask? Catch22 only ask a candidate to declare criminal convictions upon accepting a conditional offer of employment (except where our roles are exempt from the Rehabilitation of Offenders Act). By doing this, they ensure hiring teams are only assessing candidates on how closely they match the advertised person specification, to avoid conscious and unconscious bias from affecting hiring decisions.



Employer: Change, Grow, Live

Sector: Charity

Ban the Box employer since: April 2014

How and when do they ask? CGL only ask about convictions if they consider it to be relevant to the role. If this is the case, candidates will be informed that any job offer will be conditional to a disclosure. In some cases, CGL 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.



Employer: Choice Support

Sector: Charity

Ban the Box employer since: June 2017

How and when do they ask? Choice support ask after interview stage.



Employer: Chwarae Teg

Sector: Charity

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



supporting voluntary organisations that
work with offenders and their families

Employer: Clinks

Sector: Charity

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



TEACHING TECH - CHANGING LIVES

Employer: Code 400

Sector: Charity

Ban the Box employer since: March 2019

How and when do they ask? Code4000 provide a disclosure form to any successful applicant and offer positions conditional of their assessment of criminal records and receiving satisfactory references where necessary.

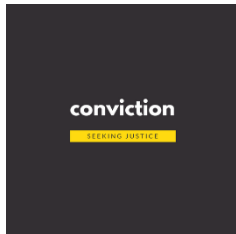


Employer: Convenzis

Sector: Charity

Ban the Box employer since: July 2021

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



Employer: Conviction

Sector: Charity

Ban the Box employer since: April 2018

How and when do they ask? Conviction considers applicants' skills, experience and ability to do the job before asking about criminal convictions.



Employer: Cyrenians

Sector: Charity

Ban the Box employer since: October 2018

How and when do they ask? Banned the box on all applications across their UK operations. However, they do have some regulated roles working with young people and vulnerable adults, all of which are required to be a part of the Protection of Vulnerable Groups Scheme.



Employer: Fair Train

Sector: Charity

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.



Employer: Hight Peak Foodbank

Sector: Charity

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.



Employer: Howard League for Penal Reform

Sector: Charity

Ban the Box employer since: November 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.



Employer: Leicestershire Cares

Sector: Charity

Ban the Box employer since: February 2021

How and when do they ask? Leicestershire Cares has banned the box on all online and paper application forms. However, as they work with vulnerable young people, an enhanced DBS is required for most of the roles. They will give candidates an opportunity to let them know if anything will come up on this at the end of the interview, and to explain the circumstances surrounding any disclosures.

Employer: Nacro

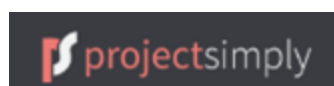
Sector: Charity

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.



changing lives
reducing crime



Employer: ProjectSimply

Sector: Charity

Ban the Box employer since: October 2014

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



Employer: Peer Power

Sector: Charity

Ban the Box employer since: February 2017

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

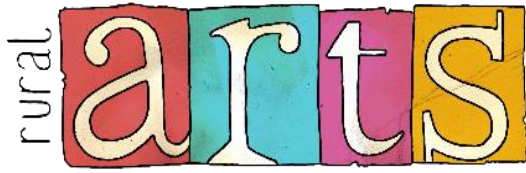


Employer: Prisons Org UK

Sector: Charity

Ban the Box employer since: May 2016

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



Employer: Rural Arts

Sector: Charity

Ban the Box employer since: July 2019

How and when do they ask? Ask when references are requested. They request a DBS check for specific roles but aim for flexibility in accommodating those who may not be able to work with those groups.

Employer: Turning Tides

Sector: Charity

Ban the Box employer since: June 2021

How and when do they ask? Turning Tides does not ask about criminal convictions at application stage. They will ask successful applicants to complete a rehabilitation form during the onboarding process. This is to support the DBS application declarations.



Employer: The Growth Company

Sector: Charity

Ban the Box employer since: November 2021

How and when do they ask? The Growth Company does not ask about convictions until candidates have been offered a role.

Employer: Walking with the Wounded

Sector: Charity

Ban the Box employer since: September 2014

How and when do they ask? We do not ask applicants questions about previous cautions or convictions at the initial application stage to ensure that we comply with data protection requirements under GDPR/DPA 2018, and consider applicants, first and foremost on the grounds of their skills, qualifications, experience, values and ability to do the job. A DBS check is only requested when it is both proportionate and relevant to the position concerned. For those positions where a DBS check is required, the recruitment information will contain a statement that a DBS check will be requested in the event of the individual being offered the position.



Employer: Westway Trust

Sector: Charity

Ban the Box employer since: May 2018

How and when do they ask? The question about any criminal records is asked at the end of the interviews and any disclosures are reviewed for relevance to the role being recruited for.

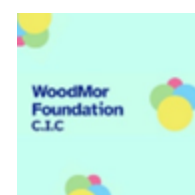


Employer: WoodMor Foundation CIC

Sector: Charity

Ban the Box employer since: April 2021

How and when do they ask? As WoodMor Foundation C.I.C. works with disabled, disadvantaged and vulnerable people, all employees are required to have a DBS check. Therefore, it is encouraged potential employees to disclose anything that they feel may be highlighted on a DBS or they feel would be relevant to the job as part of the final discussions.



Construction

Employer: Interserve

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.



Employer: Macs Plasterboard Systems Limited

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.



Employer: JP Concrete Products

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.



Employer: Farrelly Building Services

Sector: Construction

Ban the Box employer since: April 2016

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



Employer: St Leger Homes

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.



Employer: Tideway

Sector: Utilities

Ban the Box employer since: August 2016

How and when do they ask?



Employer: Costain

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.



Employer: 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.



Employer: Saint Gobain

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.



Employer: Kilnbridge

Sector: Construction

Ban the Box employer since: June 2019

How and when do they ask? They do not, nor have they ever asked candidates to provide information about criminal convictions on application forms.



Employer: VGC Group

Sector: Construction

Ban the Box employer since: September 2019

How and when do they ask? VGC group will always recruit based on skills and experience. They only enquire about previous convictions where this is required for security clearance purposes only. DBS checks are sometimes required where working in high security environments including nuclear power stations & airside at airports. These requirements are clearly outlined in the initial job advertisement.



Employer: J Murphy & Sons Group

Sector: Engineering and Construction

Ban the Box employer since: February 2021

How and when do they ask? J Murphy & Sons will only ask about criminal convictions where they have specific client contractual conditions that dictate we must do so (e.g. projects that have a high degree of contact with the public). DBS checks are also mandatory requirement for some roles where there are specific risks (e.g. some finance roles) – these checks are carried out where relevant and after acceptance of job by the candidate.



Employer: Via East Midlands Ltd

Sector: Construction

Ban the Box employer since: March 2021

How and when do they ask? Currently, for the majority of roles, candidates are not asked to disclose information on their criminal record until appointed, at which time details of unspent convictions are requested. When records are disclosed at this stage, colleagues in HR review this information and take a decision as to how it may affect the role and, as such, whether further discussion is needed with the Line Manager. Decisions about suitability are made on a case-by-case basis. In this sense, Via judges all candidates on their own merit and suitability for the role.



Employer: P&R Morson & Co Ltd

Sector: Engineering services

Ban the Box employer since: October 2021

How and when do they ask? P&R Morson & Co. Ltd. Ask new employees at induction when they commence work.



Employer: FM Conway

Sector: Infrastructure

Ban the Box employer since: December 2021

How and when do they ask? FM Conway does not ask about criminal convictions during recruitment; they only ask in the new starter joining forms, once applicants have accepted the role.



Employer: RG Carter

Sector: Construction

Ban the Box employer since: June 2022

How and when do they ask? Only once the offer of employment has been offered, we will ask for disclosure of criminal convictions. The candidate is given the opportunity to explain the situation and the decision is made based on the relevance and risk within the role.



Employer: Amalgamated Construction Ltd (AmcoGiffen)

Sector: Construction

Ban the Box employer since: December 2023

How and when do they ask? We do not ask during the interview process. We actively seek ex-offenders through our prison outreach programmes and referrals.



Employer: Marlborough Surfacing

Sector: Construction

Ban the Box employer since: October 2018

How and when do they ask? Marlborough Highways have banned the box across all paper and online applications across their UK operations.



Employer: Sir Robert McAlpine

Sector: Construction

Ban the Box employer since: November 2018

How and when do they ask? Once an offer of employment has been made a candidate will be asked to declare any unspent convictions as part of their on-boarding process.



Employer: North Midland Construction

Sector: Construction and Utilities

Ban the Box employer since: April 2018

How and when do they ask? We currently ask about criminal convictions on the same New Starter form we capture data such as bank account details, emergency contacts and ethnic origin. However, we do not use this information and this form is only completed by people who have already accepted an offer of employment subject to satisfactory references. The form is currently under review and unless we begin to use that data is likely to be removed.



Employer: Sacyr

Sector: Construction

Ban the Box employer since: March 2021

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



Employer: Fox Contracts

Sector: Construction and Engineering

Ban the Box employer since: February 2022

How and when do they ask? During interviews and inductions



Employer: Community Construction Network

Sector: Construction

Ban the Box employer since: November 2020

How and when do they ask? Will you ask about criminal convictions at a different time in the process.



Employer: Skyline Whitespace Group

Sector: Marketing

Ban the Box employer since: December 2023

How and when do they ask? Will not ask.



Employer: Steel 4 Structures Ltd

Sector: Construction

Ban the Box employer since: December 2023

How and when do they ask? Possibly if the candidate discloses or if we know they are coming from or recruited from the prison service.



Education & Employability

Employer: LTE Group

Sector: Education

Ban the Box employer since: October 2023

How and when do they ask? Yes, we ask applicants to complete a criminal record self-declaration form following interview and according to the requirements of the DBS code of conduct.



Employer: Intuitive thinking Skills

Sector: Training Provider

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.



Employer: Total Training Provision

Sector: Training provider

Ban the Box employer since: March 2021

How and when do they ask? Total Training Provision do not ask about criminal convictions at the first stage of the recruitment process. If applying for any roles which will work with vulnerable children or adults, Total Training Provision will ask about criminal convictions in preparation for a DBS Check.



Employer: Realise Training

Sector: Training Provider

Ban the Box employer since: November 2021

How and when do they ask? Where a DBS check is required, this is clearly advertised and sought following an offer of employment. At this point candidates are asked to declare any convictions. Once the DBS result is back a risk assessment is carried out by Senior Management and the Safeguarding & Wellbeing Manager.



Employer: Shannon Trust

Sector: Third Sector

Ban the Box employer since: June 2022

How and when do they ask? Shannon Trust will not normally ask about criminal convictions. However, some roles require security clearance from the prison service. For these roles, they will need to ask about any relevant convictions before an offer of employment is finalised.



Employer: 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.



Employer: Serenity Support Advice and Guidance Services LTD

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.



Employer: On Course South West

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.



Employer: Sova

Sector: Third Sector

Ban the Box employer since: April 2015

How and when do they ask? 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.



Employer: Chwarae Teg

Sector: Third Sector

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



Employer: 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.



Employer: Fair Train

Sector: Third Sector

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.



Employer: 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.



Employer: The City & Guilds Group

Sector: Public Sector

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.



Employer: Howard League for Penal Reform

Sector: Third Sector

Ban the Box employer since: November 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.



Employer: PeoplePlus

Sector: Public Services Provider

Ban the Box employer since: July 2018

How and when do they ask? PeoplePlus will ask the question at offer of employment stage once a suitable candidate has been identified after interview.



Employer: Reformed Foundation

Sector: Education and Employability

Ban the Box employer since: July 2018

How and when do they ask? Reformed Foundation don't ask about previous convictions at any stage of their recruitment process.



Employer: Seetec Group

Sector: Employment Agency

Ban the Box employer since: March 2020

How and when do they ask? Seetec will ask about criminal convictions after a conditional offer has been made to the chosen candidate.



Employer: Business 2 Business (UK) Limited

Sector: Business Services

Ban the Box employer since: November 2021

How and when do they ask? It will be the very last stage of the recruitment process and the candidate will be given a fair opportunity to discuss.



Employer: StandOut Programmes

Sector:

Ban the Box employer since: January 2023

How and when do they ask? Yes We ask for criminal convictions to be disclosed at the point of job offer and the process supplemented by a Basic DBS check that is designed to be confirmatory. We ask for an enhanced DBS for our programmes delivery/ coach team and in addition their employment is conditional on them clearing prison vetting to deliver courses in prison.



Employer: Breaking Barriers Innovations

Sector: Public Services

Ban the Box employer since: March 2023

How and when do they ask? Breaking Barriers Innovations has banned the box at all stages of the application process.



Energy

Employer: Enerveo

Sector: Energy

Ban the Box employer since: November 2022

How and when do they ask? Yes, We will conduct pre employment checks on New Starters after verbal offer of employment has been made, these include a Basic DBS check for all roles however we will consider any unspent convictions on a case by case basis.



Employer: NRG Riverside

Sector: Energy

Ban the Box employer since: February 2023

How and when do they ask? NRG Riverside have banned the box on all online and paper application forms, and ask about criminal convictions once an offer of employment has been accepted.



RIVERSIDE

Experts in Specialist Fleets

Environment, Conservation, Heritage

Employer: London Wildlife Trust

Sector: Third Sector

Ban the Box employer since: August 2022

How and when do they ask? London Wildlife Trust will only ask about criminal convictions for roles deemed necessary, for example, where the role may involve working with children. They will only ask at conditional offer stage before conducting an enhanced DBS check. Criminal convictions will not automatically exclude someone from working with us; any previous convictions will be risk assessed depending on their nature and the position applied for.



Employer: National Museum Liverpool

Sector: Cultural Institutions

Ban the Box employer since: March 2019

How and when do they ask? National Museums Liverpool ask whether an individual has any criminal convictions once they have been offered the role, as part of the new starter process.



Facilities Management

Employer: Styles & Wood (Extentia)

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.



Employer: Future industrial services

Sector: Utilities

Ban the Box employer since: February 2021

How and when do they ask? Future Industrial Services Ltd. will only ask about criminal convictions if the applicant has applied to work on a site where a DBS check is required by the client. A small number of roles involve work on MOD sites and require a DBS check to access the site, this requirement will be made clear at interview stage and applicants will be given an opportunity to withdraw themselves from the process without disclosing the reason for withdrawal, if they know this will be an issue for them.



Fast Moving Consumer Goods

Employer: JTI

Sector: Manufacturing

Ban the Box employer since: October 2018

How and when do they ask? JTI UK only asks candidates about unspent convictions once an employment offer has been made and reference information is being sought. At this stage, we gather more information and review this only in relation to specific role requirements.



Financial – Bank & Building Societies

Employer: Lloyds Banking Group

Sector: Financial services

Ban the Box employer since: August 2019

How and when do they ask? Lloyds Bank have removed the criminal convictions disclosure box on all paper and online job applications. The process for regulated roles is exactly the same as vetting takes place after an offer has been made.



Employer: BNP Paribas

Sector: Financial services

Ban the Box employer since: February 2021

How and when do they ask? BNP Paribas will only ask about criminal convictions prior to an offer being made, and after a candidate has been assessed on their skill set and experience.



Financial - Insurance

Employer: Lancashire Insurance

Sector: Financial 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.



Financial – Investment services

Employer: Big Society Capital

Sector: Financial

Ban the Box employer since: May 2021

How and when do they ask? Big Society Capital will only ask about criminal convictions after a contract is signed. For regulated roles, a complete Standard Background check will be required but also after a contract is signed as per FCA guidelines.



Employer: BNP Paribas Asset Management

Sector: Financial

Ban the Box employer since: March 2022

How and when do they ask? Background checks are completed as part of the onboarding process and prior to a candidate commencing employment with the Company. These background checks include a criminal records check, which will highlight any unspent convictions. All results will be considered on an individual basis relating to the role being undertaken and candidates will have the opportunity to discuss the matter before the Company decides.



Food & Beverage Producers

Employer: SiteVisibility

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.



Employer: Kinnerton Confectionery

Sector: Food and Beverages

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.



Employer: Adnams PLC

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 for regulated roles, Adnams would ask candidates about their criminal convictions once an offer of employment has been made.



Employer: Manor Fresh

Sector: Food and Drink

Ban the Box employer since: December 2018

How and when do they ask? Manor Fresh has never asked about criminal convictions during its application process. We would only ask candidates to explain gaps in their CV during second interviews for senior roles.



Employer: Redemption Roasters

Sector: Food and Drink Manufacturer

Ban the Box employer since: March 2019

How and when do they ask? Redemption Roasters do not ask about previous convictions at any stage of the recruitment process.



Further Education

Employer: University of Derby

Sector: Education

Ban the Box employer since: September 2020

How and when do they ask? University of Derby will ask for this information to be provided once a conditional offer of employment has been made as part of the onboarding process.



Employer: Bloomsbury Institute London

Sector: Education

Ban the Box employer since: May 2019

How and when do they ask? The Bloomsbury Institute have banned the box on all application unless posts involve frequent working with students with a disability or long-term health condition. For this category of post, if an offer of employment is made, it will be conditional on providing an enhanced DBS. If any convictions are disclosed, they make an assessment to determine whether the nature of their conviction would make them a safeguarding risk. This only applies to one post currently, it is made clear in the job



Government Administration - Central

Employer: 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. Roles are carried out by the Solicitors Licensing Authority before applicants apply for a role.



Employer: The Civil Service

Sector: Public Sector

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.



Civil Service

Employer: Bristol City Council

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.



Government Administration - local

Employer: West Midlands Combined Authority

Sector: Public Sector

Ban the Box employer since: September 2019

How and when do they ask? We will ask about criminal convictions and conduct DBS checks, in line with the Rehabilitation of Offenders Act (1974), at the point of conditional offer. A conviction will not automatically lead to withdrawal of an offer. We will consider candidates with convictions on a case-by-case basis, considering the role you are applying for, circumstances of the offence, how long ago it was and what has changed since then. You will have the opportunity to discuss the matter with us before we decide.



Employer: Haringey Council

Sector: Local Authority

Ban the Box employer since: September 2020

How and when do they ask? Haringey Council will ask about criminal convictions once an offer of employment has been made as part of the pre-employment checks.



Employer: City Of London

Sector: Public Sector

Ban the Box employer since: September 2023

How and when do they ask? Yes, for roles that do not require DBS or that require National Security Vetting, applicants will be asked to declare criminal convictions after shortlisting, prior to interview.



Employer: London Borough Of Enfield

Sector: Public Sector

Ban the Box employer since: February 2024

How and when do they ask? Yes, after a conditional offer is made.



Health care

Employer: Lifesaver First Aid Services

Sector: Training

Ban the Box employer since: April 2022

How and when do they ask? Once interviewed, if successful, a candidate would be given a provisional offer of employment, subject to a criminal records self-declaration (and for most roles a DBS check), along with other wider vetting, such as references, employment history check and qualification check, to meet BPSS level vetting.



Employer: Chosen Care Group

Sector: Health

Ban the Box employer since: July 2019

How and when do they ask? Chosen Care Group is a Health and Social Care Employer which means it is a mandatory requirement for them to perform a DBS check on every employee. As part of the DBS application, they ask about previously spent and unspent convictions. They employ staff with previous convictions by identifying the risk involved and measures are put in place to mitigate them in the future.



Employer: BrisDoc Healthcare

Sector: Public Sector

Ban the Box employer since: October 2022

How and when do they ask? Have you banned the box on all online and paper application forms across your UK operations? Yes, Brisdoc will ask for an applicant's criminal convictions at the pre-offer and offer stage.



Employer: Icen Medical

Sector: Third Sector

Ban the Box employer since: January 2023

How and when do they ask? Yes, some of our roles require the individual to have contact with children, and therefore a DBS check is required. If an applicant is shortlisted for the interview and assessment stages after their application, they will be required to declare any previous criminal convictions.



Employer: Pen Optical

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.

| P | E | N |
OPTICAL

Household & Personal Goods

Employer: Heat Connection

Sector: Utilities

Ban the Box employer since: July 2018

How and when do they ask? Only after we are happy, we have found and selected the most suitable candidate, we may ask the applicant to disclose any unspent convictions, if we feel would be beneficial to the position being offered.



Employer: Soane Britain

Sector: Retail

Ban the Box employer since: July 2022

How and when do they ask? Soane asks about criminal convictions only once a job offer has been made.



Housing

Employer: Shekinah

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.



Employer: Trafford Housing Trust

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



Employer: 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.



How and when do they ask? Alliance Homes advises candidates at interview stage that as a condition of offer they will be asked about their current unspent convictions. This gives candidates the opportunity to share anything if they wish.



Human rights

Employer: Only Connect

Sector: Third Sector

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.

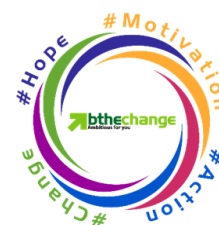


Employer: bthechange CIC

Sector: Social Enterprise

Ban the Box employer since: January 2022

How and when do they ask? bthechange has banned the box in all recruitment and has a clear DBS policy detailed in roles that include work with schools and vulnerable adults.



Industrials & Engineering

Employer: Aldermans

Sector: Accounts and Management Consultants

Ban the Box employer since: October 2014

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.



Employer: XO Bikes

Sector: Manufacturing

Ban the Box employer since: April 2022

How and when do they ask? XO Bikes do ask for a record of convictions, because they are recruiting people with convictions. They ask for details to provide full support and showcase the success of employees and to be able to link this to the sort of crime from which they were convicted. They also need to understand if potential employees were sex offenders or arsonists as these are too high risk for us at present.



Employer: Jacobs

Sector: Professional Services

Ban the Box employer since: September 2023

How and when do they ask? All new staff must complete the minimum of this BPSS which includes a DBS/DS check before starting due to the sensitive nature of our government work. While our HR teams do not see the outcome of these checks, the Security Vetting team do, and any criminal convictions/disclosures will be assessed by them as part of the application process.



Employer: Ferns Group

Sector: Utilities

Ban the Box employer since: September 2022

How and when do they ask? Ferns Group ask about criminal convictions once a conditional offer of employment has been made.



IT - Hardware, Software & Services

Employer: Ricoh

Sector: IT

Ban the Box employer since: October 2014

How and when do they ask? Ricoh 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.

Employer: MVF

Sector: Technology

Ban the Box employer since: October 2015

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



Employer: Genuine Solutions Group

Sector: Technological/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.



Employer: Fujitsu

Sector: Technology

Ban the Box employer since: July 2018

How and when do they ask? During the application process, candidates are made aware that pre-employment checks are carried out, and these include a declaration from the individual regarding criminal convictions. We are currently reviewing this process and whether we will restrict this to roles and/or accounts.



Employer: Reward Gateway
Sector: Management Consultants



Ban the Box employer since: September 2018

How and when do they ask? Reward Gateway have banned the box on all online and paper application forms across your UK operations.

Employer: Credas Technologies
Sector: Service Provider



Ban the Box employer since: February 2023

How and when do they ask? Once a job has been offered to an individual, Credas carry out a Basic DBS and therefore only unspent convictions will be flagged. Where flagged, our pre-employment screening policy makes clear that those with unspent convictions will not be automatically discounted but that all individuals will be given the opportunity to explain the conviction. Given the business we are in, most convictions are considered "low risk" and only those relating to identity theft or corporate fraud are considered "high risk".

Legal

Employer: Freshfields

Sector: Legal

Ban the Box employer since: January 2014

How and when do they ask? Freshfields only request information about unspent convictions once



Freshfields Bruckhaus Deringer

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.

Employer: Linklaters LLP

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.

Linklaters

Employer: Pinsent Masons

Sector: Legal

Ban the Box employer since: September 2021

How and when do they ask? Pinsent Masons have removed all questions around unspent convictions. Only new recruits that are required to complete a basic criminal record check for specific business and/or client requirements will be asked to disclose any unspent convictions.

 **Pinsent Masons**

Employer: Gowling

Sector: Legal

Ban the Box employer since: December 2018

How and when do they ask? Gowling ask about criminal convictions as part of their post-offer vetting procedures.

 **GOWLING WLG**

Employer: TK Advisory Limited

Sector: Consultant

Ban the Box employer since: March 2021

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

 **TK-Advisory**

Employer: Legastat

Sector: Legal

Ban the Box employer since: April 2022

How and when do they ask? Legastat will not ask about criminal convictions through their application forms or recruitment process but, depending on the role, may ask at the interview stage and inform the candidate that they may need to undergo a DBS check. Legastat will work with the employee to assess the relevance of the offence to the role.



Leisure & Hotels

Employer: 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**

Employer: Roast Restaurant Limited

Sector: Hospitality

Ban the Box employer since: August 2014

How and when do they ask? Reformed Foundation don't ask about previous convictions at any stage of their recruitment process.



Media, Marketing & PR

Employer: Standout Web Services

Sector: Marketing

Ban the Box employer since: December 2020

How and when do they ask? Standout Web Services will only ask about criminal convictions at the interview stage. They've made it their policy to ask at the end of interviews, as they truly believe in assessing people on their qualifications, skills and personality for each job role rather than their past.



Employer: TFG Brands London

Sector: Retail

Ban the Box employer since: September 2023

How and when do they ask? We ask at onboarding stage after an offer has been extended to the candidate. We've introduced full supporting process with the ability for supplementary evidence to be provided. All disclosures/submissions will be reviewed and considered on an individual basis with the understanding of the role that the person has been offered.



Employer: True Story

Sector: Media, Marketing & PR

Ban the Box employer since: October 2013

How and when do they ask? 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.



Employer: 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'.

Employer: Census Data Group Ltd

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.



Employer: Cambridge University Press

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



Employer: 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 considered along with satisfactory references.



Employer: No Nonsense Group

Sector: Events

Ban the Box employer since: October 2018

How and when do they ask? They ask about criminal convictions as part of an informal chat as they work internationally and it can be difficult to obtain visas for those with convictions. If they are driving convictions, there may be restrictions to driving company vehicles but apart from that, there are no other reasons why we may not hire someone with a conviction.



Professional Services

Employer: Bain

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.



Employer: 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.



Employer: Accenture

Sector: Accountants and Management Consultants

Ban the Box employer since: October 2014



Employer: Recruitment and employment Confederation

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.



Employer: Barkers & Co LLP

Sector: Management consultancy

Ban the Box employer since: June 2018

How and when do they ask? Barkers & Co LLP have banned the box on all online and paper application forms across their UK operations.



Employer: Direct Access

Sector: Consultancy

Ban the Box employer since: October 2020

How and when do they ask? Direct Access Consultancy does not ask about convictions at any stage of the recruitment process. However, they recruit for Access Consultants. They sometimes work in schools and police stations. When appointed people are offered the chance to apply for an enhanced CRB if they want to work with school or education clients. If they say no then no questions are asked and work is allocated that does not require CRB.



Employer: Dynamic Group

Sector: Recruitment

Ban the Box employer since: October 2020

How and when do they ask? Dynamic Group is committed to inclusive and fair recruitment. Dynamic Group have banned the box on all applications. A DBS check might be required as part of a vetting security stage for jobs within high security environments. When there is such a requirement, it will be clearly outlined in the job advertisement and description. We will review on a case-by-case basis any issues arising from a DBS check.



Employer: Arval

Sector: Vehicle Leasing

Ban the Box employer since: July 2021

How and when do they ask? Arval ask appropriate questions about certain convictions for certain roles within their organisation, in accordance with FCA SM&CR conduct rules.



ARVAL
BNP PARIBAS GROUP

How and when do they ask? Reconstruct Recruitment work in partnership with HMPPS, most of their candidates will have criminal convictions, and they are committed to sourcing employment opportunities for them.



Employer: The Property Block

Sector: Housing

Ban the Box employer since: February 2021

How and when do they ask? The Property Block will not ask about criminal convictions at any point of the recruitment process. They do not hire for any regulated roles



Employer: 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.



Employer: Capita

Sector: Consulting, Transformation, and Digital Services

Ban the Box employer since: March 2023

How and when do they ask? Capita ask post-interview for both volume and non-volume recruitment processes



Public Sector

Employer: West Midlands Police & Crime Commissioner

Sector: Public Sector

Ban the Box employer since: September 2019

How and when do they ask? Questions about past criminal convictions are asked about at security vetting stage.



Employer: Community Justice Scotland

Sector: Public Sector

Ban the Box employer since: January 2020

How and when do they ask? Community Justice Scotland make people a conditional offer of employment after they have successfully passed the interview, this is the stage where candidates will be asked about any criminal convictions.



Employer: Thalia Waste Management

Sector: Utilities

Ban the Box employer since: July 2022

How and when do they ask? Thalia Waste Management do not ask about convictions in the application process. For some regulated roles a DBS check will be required.



Employer: Regulator of Social Housing

Sector: Public Sector

Ban the Box employer since: January 2024

How and when do they ask? Yes, As part of a pre-employment DBS



Employer: Belfast Health & Social Care Trust
Sector: Healthcare
Ban the Box employer since: September 2021
How and when do they ask?



Real Estate

Employer: Landsec

Sector: Real Estate

Ban the Box employer since: December 2013

How and when do they ask? Land Securities does not ask about criminal convictions at the first stage of their recruitment process. Most of the 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.



Employer: St Modwen

Sector: Property

Ban the Box employer since: March 2022

How and when do they ask? St Modwen conducts first and second interviews based on experience, suitability for the role and any other relevant information. At the offer stage they invite candidates to complete DBS screening and carry out risk assessments with the candidate.



Retailers

Employer: 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.



Employer: Asda

Sector: Retail

Ban the Box employer since: January 2021

How and when do they ask? Asda will only ask about criminal convictions when specific roles require Asda to complete criminal record checks.



Employer: East of England Co-op

Sector: Retail

Ban the Box employer since: June 2019

How and when do they ask? East of England Co-op have banned the box on all paper and online applications. However, some roles do require a DBS check due to nature of their role such as Funeral, Security and home delivery drivers. DBS checks are also a mandatory aspect of Designated Premises Supervisor applications which all Food store managers will be required to get licenced for in respect of alcohol sales. We state that DBS checks will be required as part of appointment process. We will review on a case by case any issues arising from DBS process.



Employer: Co-op
Sector: Retail
Ban the Box employer since: August 2020



Employer: Carpetright
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.

Employer: Icon Designs
Sector: Manufacturing
Ban the Box employer since: March 2018



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

Employer: Katwalk Kimberleys CIC
Sector: Social Enterprise
Ban the Box employer since: September 2018



How and when do they ask? Katwalk Kimberley's CIC banned the box on all online and paper application forms across our UK operations.

Sports

Employer: Saracens

Sector: Not for Profit

Ban the Box employer since: August 2022

How and when do they ask? Saracens may ask about any criminal convictions if a DBS check is required. This does not necessarily mean you will not successfully pass our DBS process. All cases are discussed individually.



Support Services

Employer: NBC Bird and Pest Solutions

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.



Employer: ISS

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.



Employer: Matrix APA

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.



Employer: Sodexo

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, except for their Ministry of Justice roles which require that they ask at application stage, and their regulated rolls where a DBS check is carried out only if the candidate is successful.



Employer: 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 most roles. Amey conducts 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.



Employer: Viridor

Sector: Utilities

Ban the Box employer since: November 2015

How and when do they ask? 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.



Employer: Hortech

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.



Employer: Concept Design Solutions

Sector: Public Sector

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.



Employer: Currie & Brown

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.



Employer: Quesera Group

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.



Employer: Greenzone

Sector: Facilities

Ban the Box employer since: October 2017

How and when do they ask? Greenzone does not ask about criminal records, except for a few roles which require DBS checks.



Employer: Ground Control

Sector: Facilities

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 based on their aptitude for the role.



Employer: Carbon 60

Sector: Recruitment

Ban the Box employer since: N/A

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.



Proud to be part of the Impellam Group

Employer: Prestige Recruitment Specialists

Sector: Recruitment

Ban the Box employer since: July 2018

How and when do they ask? Prestige asks all candidates about criminal convictions at the end of the interview so that they can manage which assignments to place people on based on their clients' policies. They do recruit for regulated roles, ensuring all candidates who meet the skills criteria are aware of DBS check requirements and disclose to the client, with the applicant's permission, only when necessary.



Employer: Urbaser

Sector: Support Services

Ban the Box employer since: July 2018

How and when do they ask? Urbaser now only ask about criminal conviction at the offer of employment stage rather than on the initial application stage.



Employer: Offploy

Sector: Recruitment

Ban the Box employer since: September 2018

How and when do they ask? Offploy asks about criminal convictions at the interview stage. This is informal and not recorded. They ask the question to understand if the person has any unique lived experience or any further needs from a company that is advocating for more people to recruit people with criminal convictions.



Employer: Guidant Global

Sector: Recruitment

Ban the Box employer since: April 2019

How and when do they ask? Whilst our job adverts do not ask about criminal convictions, they clearly state that we recognise the value people with previous convictions can bring to society and an employer and that we actively encourage people with criminal convictions to apply. Instead, candidates will be invited to declare their unspent convictions (or spent convictions if they relate to a position exempt under the Rehabilitation of Offenders Act) at the interview stage in the form of a written disclosure or, if they feel more comfortable, a verbal disclosure. We will also direct candidates to disclosure templates and the interview process on their website.



Employer: Maximus

Sector: Support services

Ban the Box employer since: April 2019

How and when do they ask? Maximus deliver assessments & support to a multitude of customers who may be deemed to be vulnerable, and hence certain roles will require set legislation. All declarations of convictions are reviewed on an individual case by case basis and are asked about during telephone interviews.



Employer: Zetter

Sector: Recruitment

Ban the Box employer since: June 2019

How and when do they ask? Zetter does not ask about criminal convictions at any point in their recruitment process.



Employer: Landmarc

Sector: Support Services

Ban the Box employer since: September 2019

How and when do they ask? At the final offer stage we are required, as MOD Defence Contractors, to obtain security clearance for all our employees. At that point somebody from our security team will ask the individual in confidence if they have any criminal convictions with the assurance that it will not affect their offer of employment unless it has a material impact on their ability to gain security clearance. This is the same for all of our prospective employees.



Employer: Bespoke Education Service Team Ltd

Sector: Recruitment

Ban the Box employer since: March 2021

How and when do they ask? Bespoke Education Service Limited will ask about criminal convictions following the initial interview stage and in preparation for an Enhanced DBS check which is required for any role within schools.



Employer: Comensura

Sector: Recruitment

Ban the Box employer since: August 2021

How and when do they ask? Comensura does not ask candidates about convictions on our application form. They will ask during the interview process before a job offer is made. However, once a candidate discloses, a safe and fair risk assessment is conducted against the circumstances surrounding their conviction and the role being recruited.



Employer: The Growth Company

Sector: Third Sector

Ban the Box employer since: November 2021

How and when do they ask? The Growth Company does not ask about convictions until candidates have been offered a role.



Employer: Jobs 22

Sector: Recruitment

Ban the Box employer since: March 2023

How and when do they ask? Jobs22 are required to do DBS checks. Individuals can submit a statement if they feel that something may be shown as part of their DBS checks.

Employer: Prospectus

Sector: Recruitment

Ban the Box employer since: May 2023

How and when do they ask? Don't ask

Employer: ISG Ltd

Sector:

Ban the Box employer since: September 2023

How and when do they ask? ISG do not ask about criminal convictions, unless a contract requires a DBS check in which case they ask before completing the check.



Employer: Acorn Training

Sector: Training Providers

Ban the Box employer since: September 2023

How and when do they ask? Yes, After an offer on the DBS application form. We are open and transparent from the start and explain the nature of the roles and that a DBS will be required. We encourage candidates to also be open and honest.



Employer: Wincanton
Sector: Supply Chain
Ban the Box employer since: November 2023

Wincanton

Employer: Orion Group
Sector: Recruitment
Ban the Box employer since: January 2019



How and when do they ask? Orion Group have banned the box across all online and paper applications.

Employer: Serco
Sector: Support services
Ban the Box employer since: October 2018

How and when do they ask? Serco have banned the box in their applications across their UK operations. However, some of their roles require screening which involves a criminal record check – these are role and sector dependant.



Employer: Stoix
Sector: Recruitment
Ban the Box employer since: February 2022

How and when do they ask? Stoix has banned the box on all online and paper application forms across your UK operations. They ask about a candidate's criminal convictions at the point of placement.



Employer: TeamForce Labour Ltd
Sector: Recruitment
Ban the Box employer since: August 2022

How and when do they ask? Teamforce Labour are in the process of setting up our Recruitment Department for the hire and placement of ex-offenders in the construction, rail and utility industry. The registration requirement will have no option to declare a record of criminal convictions. Disclosure will be requested in the event of the individual being offered the position. Once vetted as competent and job opportunity is confirmed.



Employer: My Detectives Limited

Sector:

Ban the Box employer since: September 2023

How and when do they ask? We ask potential workers to disclose relevant convictions as we are a security company deploying SIA licensed security staff.



Transport

Employer: 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.



Employer: LNER

Sector: Transport

Ban the Box employer since: August 2022

How and when do they ask? LNER only asks after a job offer has been made



Employer: Arvato

Sector: Technology Solution

Ban the Box employer since: November 2023

How and when do they ask?



Utilities

Employer: 007 Pest Control

Sector: Support services

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.



Employer: Inderflame Combustion and Heating Services

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.



Employer: Record UK LTD

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.



Employer: Northumbrian Water Group

Sector: Utilities

Ban the Box employer since: May 2019

How and when do they ask? We will only ask for criminal convictions at the offer stage when we complete the suitable level of DBS check for the role being offered. We have roles that enter customer premises and therefore these require the suitable level of DBS check. As we are Utilities organisation, we are part of the National





Employer: Thames Water

Sector: Utilities

Ban the Box employer since: February 2021

How and when do they ask? Thames Water will only ask about criminal convictions at pre-employment screening should it be required for the role

Employer: Veolia UK & I

Sector: Waste management

Ban the Box employer since: June 2022

How and when do they ask? Veolia will not ask about criminal convictions at any stage in across our recruitment process, except for roles where it is required at application stage such and regulated rolls where a DBS check is carried out only if the candidate is successful.

