

THE EMPLOYER'S JOURNEY

BE EXCEPTIONAL
EMPLOY AN
EXCEPTIONAL
theexceptionals.org



I'm interested in exploring the potential of hiring someone with a conviction...



1. EXPLORE

Where do I start?

The first step is to explore the possibilities. The See Potential campaign is a great place to start: as it offers practical guidance alongside inspiring case studies.

▶ seepotential.campaign.gov.uk

Have other companies done this successfully?

The next step is to see which other employers are actively hiring ex-offenders and speak to one of the champion mentors featured in our Directory.

▶ [Speak to one of the champion mentors featured in our Directory](#)

2. CONNECT

How do I find decent applicants?

Often the best outcomes are those delivered in partnership. This is true when looking to hire someone in custody or through the gate.

Who are the right charities?

There are many great rehabilitation organisations who are working, often locally, to support prisoners and ex-offenders into work.

Not only will the right partner provide you with suitable candidates, but they can also support you through the hiring process.

▶ [Use the Directory to find potential partners near you](#)

3. ENGAGE

How can I know candidates will have the right skills?

Now that you have connected with the right partner, then it is good to participate in an employer led event in a prison – be it a tour, employability workshop or a creative project. It is a chance to connect with potential candidates and gain a sense of their skills, drive and attitude.

There might be an opportunity to offer work experience, apprenticeships, or a placement on ROTL (Release on Temporary License). Employers have found this to be an effective way to see how candidates could adjust to their workplace.

- ▶ [Look into relevant prisons near you on our Directory](#)
- ▶ [List your job on the Prosper 4 jobs board to find ex-offenders looking for fresh starts: prosper4jobs.co.uk](#)

4. HIRE

How do I keep the recruitment process fair and straightforward?

▶ [Work with a specialist partner to help with recruitment and match-making](#)

Am I opening myself up to risk?

▶ [See our factsheet on the recruitment process and disclosure](#)

This is the final, most rewarding, step – hiring someone with a conviction and bringing their energy, talent and commitment into your company.

By giving someone a second chance you will find that they repay the opportunity you have given them with great loyalty and determination to prove their value.

Having hired someone with a conviction, the next step is to open up your recruitment process to include the 11 million people with a conviction.

▶ [Sign up to Ban the Box](#)