



## Helpline & online support

- The helpline supported 8,049 people
- Over 1m visits to our InformationHub website
- 49,531 checks were made using our disclosure calculator
- Increased numbers accessing peer support via TheRecord and TheForum.
- Four volunteers helped to run Unlock advice services

*"Oh gosh I've been **so confused** about spent and unspent; this has **put my mind at rest** and I can now look forward with **clarity**, I can't thank you enough. I put my details in on my one and only conviction, 8 weeks suspended in 2019 I was so confused about it, but just adding my details and my conviction dates helped me to understand. **I can now sleep at night!**"*

Feedback about the disclosure calculator

## Casework

We supported 21 individuals to make challenges. Here's a couple of examples of successful challenges:

- A local council was using 'disqualification by association' disclosure forms and asking all employees to provide details of unspent convictions of anyone they lived with, despite this legal requirement being scrapped in 2018.
- A housing association refused to place an applicant on their housing list because of their criminal record when it was already spent and couldn't legally be considered.



## Our amazing volunteers



Our information & advice services depend on a group of amazing people who give up their time and share their knowledge, expertise and skills; our peer volunteers. It can be scary for people to ask questions about their criminal record. Having someone to answer them who is empathic and non-judgemental makes all the difference.

The pandemic has restricted the number of people who have volunteered with Unlock during the year, and we are looking forward to welcoming more volunteers to the team. **Thanks to all Unlock volunteers.**

## Policy & influencing

Making change at a structural level is key to longer-term change. We do this by challenging organisations and decision-makers using evidence from research and the voices of people with criminal records.

In 2020/21, we:

- Responded to the sentencing white paper & lobbied for amendments to the Police, Crime, Sentencing & Courts Bill (PCSC) including reduction in spending periods for convictions.
- Pushed for the implementation of filtering changes following the Supreme Court ruling in 2019.
- Produced evidence about the additional burdens of criminal records for women in our report, 'Angels or Witches'.
- Challenged the Disclosure and Barring Service (DBS) to address anomalies created by the introduction of new filtering rules.
- Partnered with Transform Justice on the #FairChecks campaign resulting in 1,000 individuals contacting 446 MPs regarding barriers for people with criminal records.
- Supported employers, regulators and universities to review and revise their approaches to recruiting people with criminal records.
- Published 'Checked out? Ineligible criminal record checks and how to prevent them'.
- Helped secure the rights of EU nationals with a criminal record who were eligible to apply for settled status in the UK.



## Fair access to employment



In 2020, we published 'Checked out? Ineligible criminal record checks and how to prevent them', a report that explained why ineligible checks happen, why they matter and what can be done to prevent them. The report made recommendations to government, the DBS and employers.

In 2021, we delivered information sessions to almost 1,000 staff at the Department of Work & Pensions, including prison work coaches and regional leads on 'offender employment'.

## Training



Covid restrictions meant moving our training for practitioners and employers online. For those looking for a shorter, more condensed version of our one-day training, we developed a new two-hour webinar on criminal record disclosure.

Across the year we delivered 17 training sessions to 220 attendees.

## Criminal Justice Alliance award

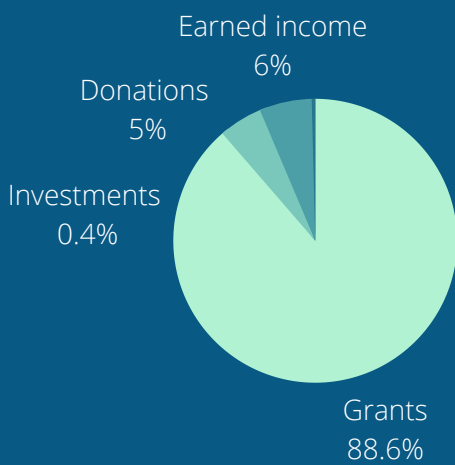
We were delighted to win the prestigious 'Outstanding National Organisation' award at the 2020 Criminal Justice Alliance Awards.

*"Their work is clearly **changing lives**. It enables people to move on with their lives and reintegrate into society. They have campaigned for many years for a fairer system of criminal record disclosure, aiming to **give people a better chance to change their lives**. Their **careful and determined actions** through legal and political avenues are now paying dividends."*



## Fair access to university

Universities of Exeter and Glyndwr signed our Fair Chance pledge and we provided extensive advice on their policy and assessment framework. In total, 18 universities have now signed up to the pledge.



## Fundraising & finance

We are hugely grateful to be supported by a range of sources including generous trusts and foundations and individuals in addition to earned income from our training courses.

In 2020/21, we raised £378,151 and spent £308,906.

## We turned 21!

We celebrated **Unlock's 21st birthday** as a registered charity

"... I am very proud that UNLOCK, a charity that I was happy to play a part in founding, has now reached its 21st birthday. We can look back on years of helping those with criminal records and **making a real difference**, but more importantly, we can look forward to new strategies and initiatives which will do even more to help."

Stephen Fry, Unlock Co-founder



## Goodbyes and new faces

In 2020, we welcomed Ruth Davies to the role of Digital & Communications Manager and Sam Doohan as our new Policy Officer. Hamish McClellan joined the board of trustees.

In 2021, we said goodbye to Co-Director Christopher Stacey. Julie Harmsworth moved from Co-Director to Deputy CEO and Angela Cairns joined the team in May 2021 as our new CEO.

## Our 2021-2026 strategy

During the year, we undertook significant work to write and publish a new five-year strategy. Led by trustees and senior management, the strategic review process involved consultation with all staff, volunteers, service users and supporters. The resulting **Tackling Injustice, Changing Lives: Strategic Plan, 2021-2026** was implemented in April 2021.



### Our two overarching aims

- People should have knowledge, skills, confidence and support to overcome the disadvantages related to their criminal record.
- People with criminal records should be free from stigma, prejudice and discrimination as a result of government, employers and others having policies, practices and attitudes that support their fair treatment.



## THANK YOU

Unlock exists because of you: because you share your story, because you help fund change, because you pick up the phone and ask a question.

Whether you have a criminal record, donate in support of our work, campaign with us or help raise awareness, you are helping make the world a fairer place for people with criminal records.

Thank you from us all at Unlock.

## Read our annual report & accounts in full

There's much more information about what we've been up to and how we've used your kind donations to change the lives of people with criminal records. You can get all the details in our Annual Report and Accounts - year ending 31st March 2021.

[Download annual report & accounts](#)



## Donate - help us make a fairer world

Unlock is both a charity and independent of government. We push for positive change based on what matters to people with criminal records. Your donation, whatever the size, will help people to overcome everyday barriers to work, housing, insurance, travel and education.

Help us make a fairer world for people with criminal records by [donating at The Big Give](#)

