

Fair access to employment

Project brief

Unlock started running a project in 2015, supported by the Esmée Fairbairn Foundation, which focuses on challenging the discrimination that people with convictions face in employment. This brief document outlines the scope of the work that we're doing.

The approach of the project is to 'support and challenge'. This builds on our track-record of working with Government, employers and others. It also plays to our strengths as an independent advocacy charity in holding organisations to account and speaking truth to power.

Outcome 1 - Employers have fair and inclusive policies and procedures that support the recruitment of people with convictions

- Supporting larger employers in implementing significantly fairer and more inclusive policies and procedures, working with a range of existing employer networks such as 'Ban the Box' and 'EFFRR'
- Developing and maintaining a resource centre for employers and recruitment professionals
- Challenging employers who act unfairly and/or unlawfully, improving their practices as a result
- Challenging employers who breach the Rehabilitation of Offenders Act by carrying out unlawful criminal record checks or unlawfully take into account spent convictions

Outcome 2 - Criminal record checking processes operate more fairly for people with convictions, and tightened so that employers are unable to carry out ineligible checks

- Pushing for individuals to be able to get a copy of their DBS check before applying for jobs, and for the DBS to introduce a basic disclosure service
- Working with the DBS to ensure they advise people with convictions accurately, and consider them as a key stakeholder when making changes that have a specific impact on them
- Monitoring the volume and type of checks carried out by the DBS, and publishing data to show trends and highlighting issues that adversely affect people with convictions
- Pushing for the introduction of a freely available online eligibility tool for both employers and individuals which determines what level of check that can be carried out.

Interested?

For more information, visit www.unlock.org.uk/project