

People with a learning disability generally stay in work longer, take less sick days and are reliable timekeepers.<sup>9</sup>



## More than 20% of the working-age population in the UK has a criminal record.<sup>10</sup>

Most offenders want the opportunity to turn their backs on crime and having a job helps them get their lives back on track. 80% of employers of people with convictions positively

1 Carers UK research report 'Juggling work and unpaid care 2019'

2 Federation of Small Businesses, 2016

3 A force for business: Service leavers and small business, June 2019

4 Mental Health and wellbeing in England: Adult psychiatric morbidity survey 2014

5 University of Bristol - Supporting mental health at work guidance, Nov 2012

6 ONS Labour Force Survey April to June 2020

7 Employing disabled workers in adult social care and health:

A guide for employers, Skills for Care 2017

8 Shelter briefing: In work but out of a home, July 2018

9 Good for Business: the benefits of employing people with a learning disability, Mencap, 2017

10 Home Office, 2020

11 Ministry of Justice guidance on employing prisoners and ex-offenders

## Employers who hire candidates from different backgrounds report a wide variety of benefits by becoming more inclusive.

resolve skills shortages  
be cost-effective  
increase staff retention  
reduce staff absence  
improve client relationships  
up-skill existing workforce to boost morale  
demonstrate a social conscience.

See Potential: employer information pack, DWP, 2018

### When recruiting for adult social care roles, some employers worry about the suitability of employing people with criminal records.

This 'myth buster' aims to help employers better understand how people with convictions can be recruited safely and fairly.

#### Myth: I can't employ someone with a criminal record to work in care

**Truth:** Having a criminal record doesn't mean that a person is unsuitable for a role in social care. In fact, the Disclosure and Barring Service (DBS) state that applicants with criminal records should be treated fairly and not discriminated against because of their conviction.<sup>12</sup> Business in The Community (BITC) found that 75% of employers admit to discriminating against applicants with a criminal conviction.<sup>13</sup>

#### Myth: if a person has committed an offence, it's likely they will do it again

**Truth:** Employment is the single most important factor in preventing reoffending. Given the opportunity, many people with convictions go on to live happy and fulfilling lives contributing to their communities.<sup>14</sup>

#### Myth: an enhanced DBS check must be conducted for everyone recruited into a role in care

**Truth:** The level of check depends on the specific role in question. It's illegal for employers to conduct blanket 'enhanced level' checks on all employees as certain roles may not be eligible for that level check.

#### Myth: someone with a criminal record won't be a good employee

**Truth:** Many organisations that actively employ ex-offenders report positive experiences. Ex-offenders have high retention rates and make reliable and hard-working employees.<sup>15</sup>

#### Myth: a person with a criminal record has probably spent time in prison

**Truth:** Nearly 12 million people in the UK have a criminal record and not all people with convictions have been to prison. In fact, fines are the most common sentence given by all courts (over 70%) with only a small proportion (less than 8%) of people sent to prison.<sup>16</sup>