



TOP TEN TIPS FOR SUCCESSFUL EMPLOYMENT

- 1 PEOPLE WITH CONVICTIONS ARE AN UNTAPPED WORKFORCE**
Given the chance, they often prove to be exceptionally loyal, reliable and hard-working employees with valuable skills.
- 2 INCLUSIVE EMPLOYMENT IS GOOD FOR BUSINESS**
It strengthens your workforce, enhances your reputation, and delivers real social value.
- 3 SCALE IS NOT CRITICAL FOR IMPACT**
You don't have to be a large business to make a meaningful impact. Small and medium sized companies also benefit from the loyalty, motivation, and strong work ethic that these employees bring. It is not about scale – it is about giving the right person the right opportunity.
- 4 THERE IS NO ONE SIZE FITS ALL APPROACH**
There are many ways to engage with this community, and you don't have to go straight to hiring. You can get involved through mentoring; hosting or supporting training events; offering apprenticeships; or partnering with social enterprises and charities that work in prisons and support people through the gate.
- 5 RISK IS NOT INSURMOUNTABLE**
Take a person-centred approach to risk management. Look at the role in question and assess risk in relation to its specific duties and the individual's circumstances.
- 6 SHARING KNOWLEDGE IS ESSENTIAL**
Talk to employers who have recruited from this talent pool – learn from their experiences, challenges and practical approaches.
- 7 PARTNERSHIP IS KEY TO SUCCESS IN THIS SECTOR**
You don't need to do this on your own. There is a myriad of amazing organisations and individuals working in this space. They offer practical advice, support and resources for employers as well as helping candidates to manage the challenges they may face
- 8 EXPERTS EXIST TO BREAK DOWN BARRIERS**
Work in partnership to stay informed and break down barriers. Attend training events and workshops. Consider working with a risk management expert, such as Dominic Headley & Associates.
- 9 THERE ARE TOOLS TO BRIDGE THE GAP**
If it aligns with your company's employment needs, ROTL (Release On Temporary License) can be a highly effective option. It creates one of the strongest pathways to sustainable employment by building confidence, trust, and experience before release.
- 10 SHOUT ABOUT YOUR SUCCESS**
Share your story and inspire others. By doing that you can help demystify the process and break down barriers to recruitment. You can also make a real difference by recommending partner organisations and other experts who supported your journey.