



Social Value  
**Conference**  
2023

**Welcome**  
to **#SVC23**

13th-14th June | London

Social Value  
**Conference**  
2023



Presented by



In conjunction with




# Inspiring Stories: Working Chance - How employment unlocks women's potential

Tuesday 13 June  
15:45 GMT


**#SVC23**



**“It’s one tiny bit of my past, a blip,  
but I’m going to have to go over it all  
again every time I apply for a job.”  
- Hannah, Working Chance client**



**“When I started applying for jobs, I  
was overwhelmed with the shame  
of having to  
admit what I had done.”  
- Femi, Working Chance client**







**Reoffending costs us  
£18billion a year**


# Reoffending rates for men and women

- Men's reoffending rate: 25.2%
- Women's reoffending rate: 19.3%
- But for women with sentences under 12 months, the reoffending rate jumps to 73%

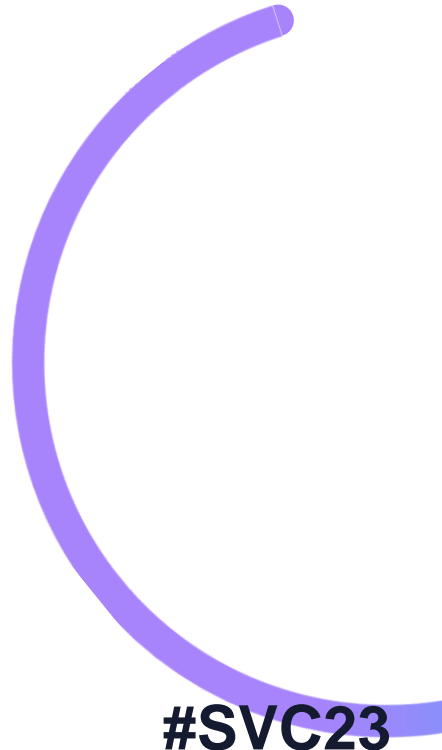


**A company could create  
£24,269 in social value by  
hiring just one person  
with a conviction**





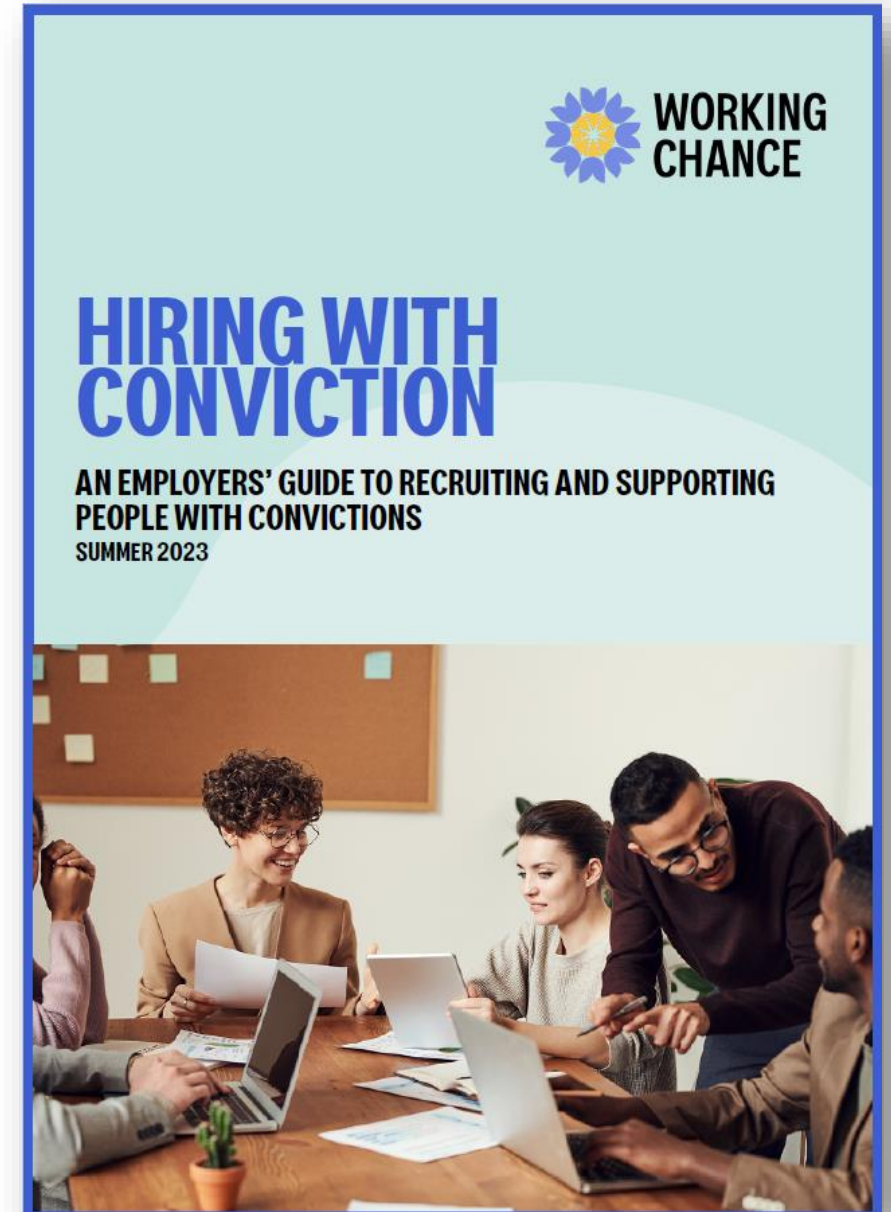
**Hiring people with convictions isn't just about giving people a chance; it makes sense from a business point of view. But where to start?**





# Hiring With Conviction: an employers' guide to recruiting and supporting people with convictions

The definitive guide to hiring ethically and confidently.



# Hiring With Conviction | Working Chance, summer 2023

SECTION 1: Why to recruit people with convictions

SECTION 2: How to recruit people with convictions



SECTION 3: Dealing with disclosure of a criminal record

SECTION 4: Criminal records and the law

SECTION 5: Induction and support for new recruits


The image displays a collage of overlapping pages from the 'Hiring With Conviction | Working Chance | 2023' report. The pages are semi-transparent and layered, showing different sections of the document. Key visible elements include:

- Section 1: Why to recruit people with convictions** (top left page):
  - Text: "In England and Wales, there are around 12.3 million people with a criminal record. This huge group represents people with a wide range of knowledge, skills, attributes and experience. They may have served a custodial sentence (i.e. been to prison) or may have served a community sentence (what used to be called community service), or had a caution or a fine. Many people with convictions have committed relatively minor offences such as low-level shoplifting, or traffic violations. Their conviction(s) may have been decades ago or very recent. Even people who are currently still in prison could become part of your workforce, through a scheme known as Release on Temporary Licence (you can find out more about that on page 16)."
  - Text: "The important thing is that you approach your recruitment with an open mind and don't write people off for their pasts. Hiring With Conviction is here to help you do that – and answer any questions you might have along the way."
  - Text: "The important thing is that you approach your recruitment with an open mind and don't write people off for their pasts. Hiring With Conviction is here to help you do that – and answer any questions you might have along the way."
  - Text: "At Working Chance we prefer the term 'people with convictions' rather than the more common 'ex-offender', which focuses the mind on the offence (i.e. the crime) rather than the person. We also tend to avoid the term 'people with criminal records' for the same reason. For the purpose of brevity, we use 'convictions' to include cautions, although technically a caution is not a conviction."
  - Text: "Increasingly, employers across all sectors are seeing the benefits of proactively and strategically hiring people with convictions. The number of employers who see advantages in hiring someone with a conviction has doubled in the last seven years (24% in 2023 compared to 12% in 2016)."
  - Text: "The top three potential advantages these employers cited were:"
    - people with convictions would provide different perspectives
    - recruiting from this pool would help to tackle skills and labour shortages
    - it would improve the organisation's diversity and inclusion record.
  - Text: "These employers are spot on. Hiring people with convictions isn't just about 'doing good' and giving people a chance; it makes sense from a business point of view too."
  - Text: "Over a quarter of the working population in England and Wales has a criminal record. This gives some sense of the incredibly wide range of types of people in this situation, with an equally wide range of skills, experience, talents and personal qualities. Some will have a string of qualifications and have had high-flying careers before their conviction; others may never have worked before. Some will have received a caution, others a community or suspended sentence."
  - Text: "1 Source: [Progress & Prosperity | Working Chance](#)
- Section 2: How to recruit people with convictions** (middle left page):
  - Text: "The individual could face losing their job if you do not have the process for dealing with convictions that come to light in the recruitment relationship. If your efforts to encourage people with convictions to apply are not effective, it may be better to offer support while in work (if a candidate would be able to do that)."
  - Text: "This approach deters people with convictions from even applying for a role, and is not recommended, despite the fact that it is often used. Removing this from application forms is known as 'ban the box'."
  - Text: "It is important to know about candidates' criminal history because this, this approach gives you the information but only after you have made your decision, to minimise bias creeping into the decision-making process. An ASB check, or will need to conduct a risk assessment, you may want to do as early as possible in the process."
  - Text: "The risk of writing off qualified applicants due to their convictions, and the risk of not appointing someone you may not wish to appoint, which is a risk for the candidate."
- Section 3: Dealing with disclosure of a criminal record** (middle right page):
  - Text: "If you take this approach, you are demonstrating to the candidate that you are open to hiring people with convictions. It is important to share potentially traumatic elements of their past and can focus on putting their skills and achievements to the fore."
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  - Text: "If you take this approach, you are demonstrating to the candidate that you are open to hiring people with convictions. It is important to share potentially traumatic elements of their past and can focus on putting their skills and achievements to the fore."
- Section 4: Criminal records and the law** (bottom right page):
  - Text: "The most important thing is whether that person can do the job, and would be an asset to your organisation."
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**“No one knows about my conviction. You go in to work and you’re part of the team. Then it’s up to me whether I shine or not. And so far, I think I’ve hit the ground running and I’ve been doing really well.”**



**- Jules, Working Chance client**



**“I want a career for me so I can feel like I’ve achieved something and I’m winning, but I’m gonna win even more if I can help my son. That’s the goal for me as a mother, I don’t want him to struggle as much as I have. If I can make life easier for him, I will.”**

**- Selene, Working Chance client**





**“Working Chance really made me learn to not be embarrassed by my conviction and that I can move forward and that there is hope.”  
- Dainya, Working Chance client**



# Thank you

[www.workingchance.org](http://www.workingchance.org)



# Thank you

Social Value  
**Conference**  
2023

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In conjunction with



# The Social Value “Collaborathon”

Tuesday 13 June  
16:00 GMT

Radical Collaboration

**#SVC23**



# Definition

## Dictionary

Definitions from [Oxford Languages](#)



collaborathon

*noun*

1. The action of working with people across all sectors to solve challenges

“They worked in a massive collaborathon to come up with some big ideas”

Similar:

hackathon

big get together

party of ideas

imaginathon

2. Also, the action of radical collaboration

“as a result of their radical collaboration, they delivered the social value economy”

Similar:

cooperation

alliance

partnership

participation

# Your Collaborators



**Campbell McDonald**  
*Chief Executive  
Ownership at Work*



**Rachel Skinner CBE**  
*Exec Director, Responsible  
Business & Govt Relations  
WSP*



**Darren Knowd**  
*Head of Procurement, Sales  
and Business Services  
Durham County Council*



**Richard Moran**  
*Growth Director  
Compass Group UK&I*

# What do we need from you?

## We have identified 7 Challenges

- Pick a challenge - We want everyone to participate across traditional boundaries and borders
- How do we deliver the Social Value Economy, and what must the Taskforce do to make it a reality?
- Upload your ideas onto Slido.
- The best ideas are explored by our protagonists.
- By the end of the session, we want to have agreed on a way forward and an action plan.

# Collaborathon Challenges

## Challenge 1

How do we harness Social Value to tackle 'big challenges' in a joined-up way?

## Challenge 2

What happens to local communities when the contract ends?

## Challenge 3

How can Social Value do more to address urgent climate action?

## Challenge 4

How can we recognise and promote the contribution of smaller organisations whilst creating more resilient and diverse supply chains?

## Challenge 5

How do we 'raise the tide' so that as many organisations as possible see the benefit of committing to Social Value?

## Challenge 6

How do we promote collaboration across sectors?



# COLLABORATE!

# Feedback



# Thank you



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# Closing reflections

Tuesday 13 June  
17:20 GMT

**#SVC23**



# Speakers



**Guy Battle**  
*CEO*  
*Social Value Portal*



**Darren Knowd**  
*Chair*  
*National Social Value*  
*Taskforce*



**Campbell McDonald**  
*CEO*  
*Ownership at Work*

# Thank you to...



**Tom  
Goode**



**Charlotte  
Scarfe**

- Jago Battle
- Michelle Caicedo
- John Chihoro
- Barney Close
- Francesca Metallinos
- Rachel Ng
- Lora Parkes
- Anna Randall
- Amy Worlock
- Alison Woolcock



**See you tomorrow!**