



Clean Sheet: From prison to employment: August 2022 Update

Context:

Clean Sheet is a registered charity with a simple purpose – to create social change by offering people with convictions the hope of a better future by finding real, sustainable employment.

Their vision is that people with convictions:

- have significant opportunities to secure employment; and
- reintegrate and impact positively on their communities and wider society.

During 2021, Clean Sheet helped 254 Members (people with convictions) to find work or training. Members found work in a variety of industries including: care, construction, distribution, education, food, IT, manufacturing rail, retail and transport. Roles varied between entry level to management level roles.

Clean Sheet has a Directory of over 100 employers who have committed to assess someone based on their merit and their skill, rather than their conviction. Once a Member has secured a position the charity provides 12 months post-employment support.

As a result of Clean Sheet's support, people with convictions take positive steps to move forward with their lives and not go on to reoffend. Anecdotal evidence indicates that reoffending has reduced as a result of Members finding work. Many of the Members talk about the positive impact of work in terms of being able to provide for their families – one Member shared that finding work meant that he could provide for his three young children. During networking events former Members have shared about starting life afresh through finding work.

The Trusted Executive Charitable Foundation (TTECF) has been supporting Clean Sheet in enhancing their CV support capacity since July 2021 with an initial grant of £5,000.

August Update:

Employer engagement moving forward:

In the June update we reported how members of the Trusted Executive's Advisory Board had acted as "critical friends" in reviewing Clean Sheet's offering for potential employers,

Following that input Clean Sheet have reconfigured their Employer Engagement model. Updated marketing material is in the final stages of development ready for a campaign to engage with potential employers in the autumn.

The Clean Sheet team would love to hear from you if you'd like to discuss providing potential employment opportunities for people with convictions. You can make contact either via TTECF or directly via their website (<https://cleansheet.org.uk/contact-us/>).

Building trust:

Some people with convictions get to the interview stage but struggle to know *how* to handle disclosure about their conviction well. The impact is that, in many cases they lose out on the job offer (even though they were right for the role). The Clean Sheet team have developed a new prison workshop model which enables people with convictions to talk confidently to employers about their conviction in a way which builds trust. The intention is that this will enable employers to offer Clean Sheet's Members a new opportunity even though they have convictions.

The Queen's Award for Enterprise: update:

In the last update we reported that Clean Sheet had received the Queen's Award for Enterprise in recognition of excellence in promoting opportunity through social mobility.

Recently Samantha Graham, Clean Sheet's COO, went to Buckingham Palace for the Award Ceremony where she briefly met Prince Charles. The formal presentation of the Queen's Award crystal and certificate will take place in the autumn

The team at Clean Sheet have benefitted through the input of "critical friends" which has demonstrated openness and humility; they have also recognised the importance of building trust with potential employers and are coaching their members in how to appropriately be honest and open; clearly they do this with humility and kindness; all of these aspects are part of "the Nine Habits of Trust" (<https://trustedexecutive.com/nine-habits-of-trust>).