



## Clean Sheet: From prison to employment: November 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 grants totalling £16,000 (@Sep22).

### November Update:

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#### Making a new start:

Clean Sheet works with a number of people with convictions who self-refer. They are often the most motivated to find work but have little other support in place and, because of their conviction, struggle to find work. In September, TTECF kindly provided funding to sponsor 28 of our self-referral places. Between September and November, 41 self-referrals have come on board (more than filling those places!) Each person who self-refers:

- Takes Clean Sheet's work-readiness tool in order to sign up as a Clean Sheet Member (Membership Module)
- Works with an Employment Team Adviser to support them in their job search
- Has access to our Employers Directory which has over 100 employers who have committed to assess someone based on their merit and skill, rather than their conviction

One Member, Mike (name changed) signed up with us at the beginning of November. He has been job searching for the last seven years but without success. He lacks confidence and we will be working with him to support him with building his confidence and self-belief and to see what opportunities he can apply for.

James (name changed) is another Member who self-referred to us. He had a background in education, travel management and consulting but had committed a drug offence and was struggling to find work. We supported him on his job search journey, including with disclosure advice, and in August he secured a role working in administration for a building services and maintenance firm. James said: *“The best thing you guys did was just keeping in touch and made me feel like people were there to help me. When you've left custody you feel quite alone so great to have that support of someone just checking in. Really helped me mentally.”*

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## New support volunteers coming onboard:

It's been a busy time in the Clean Sheet world. Following the initial grant from TTECF they have started to recruit for their first CV support volunteers which is really exciting.

The CV support project is a way to engage the community - particularly churches - to put their faith into action in a practical way (through CV support) whilst also showing care and praying for our Members (people with convictions).

The first CV support volunteer is being onboarded at the moment. She studied Criminology and Sociology at university and is currently working with women who have been in prison. She is passionate about the Criminal Justice System and making it a better place and the team are looking forward to having her on board and she will be supporting her first Members in the New Year.

The team at Clean Sheet are resourcing and caring for some of those with the least support around them. They have recognised the importance of building trust across a network of stakeholders 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>).