



## Clean Sheet: From prison to employment: July 2023 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.

Over the last five years, Clean Sheet has helped more than 1,100 Members (people with convictions) to find work. 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).

### July 2023 Update:

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#### Support to make a new start:

'George' was one of the people who self-referred to Clean Sheet's employment support service – a service supported by funding from TTECF. He heard about Clean Sheet while he was in prison. When he came to Clean Sheet, he was struggling with his self-confidence and his ability to talk about his conviction to potential employers ('disclosure') during interview. He had already experienced being rejected for a role; a rejection which he believed was due to his conviction. Clean Sheet worked to understand George's work aspirations, interests and skills and helped him to build his confidence, as well as practise his disclosure so that he was better equipped to do this. After this George soon secured a full-time permanent role in the distribution industry. Several months later, he is continuing to do well and enjoying his role. He is glad to be able to provide for his family again. For George, the best bit about Clean Sheet's support was "the positivity telling [me] there was a job out there and more broadly providing emotional support".

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#### Funding from TTECF: makes a sustainable difference:

Trying to find work with a conviction is often demoralising, stressful and difficult so we are delighted that George (and others) have found work and are now moving forward with their lives.

Between September and November 2022, TTECF funded 28 people who self-referred to Clean Sheet.

During this period a total of 37 people self-referred to Clean Sheet. Of those, 8 people (22%) have found work so far, taking about 3.5 months on average to do so (with some finding work within one month and others within two, three or five months). This is a great result as finding work with a conviction can be drawn out and time-consuming and for some of Members, it can take much longer (e.g. 12-24+ months).

Of those who self-referred, we are also continuing to support 16 people to actively job search. Sadly three others, who had engaged, have had to put their job search on hold due to various issues (e.g. health, family situations etc.) We will support them once they are in a position to job search again.

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 utilising a coaching approach with 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>).