

'Leading charities with conviction' workshop

Recruiting and retaining trustees and senior managers with criminal records

Many people with criminal convictions play important roles in a number of charities. The Charities (Protection and Social Investment) Act 2016, now coming into force, complicates recruitment for charities. Specific parts of the act extend the rules of the automatic disqualification framework (that used to only apply to trustees) to include certain senior manager positions. The types of criminal records covered are extended to include unspent convictions for terrorism and money laundering, as well as registered sex offenders.

What we do

Unlock is an independent award-winning charity covering England & Wales that provides trusted information, advice and advocacy for people with criminal convictions in overcoming the stigma and obstacles associated with criminal records. We also support employers, HR professionals and university admissions teams in implementing fair policies and practices towards people with criminal records.

We have been actively working to ensure that charities can continue (and increase) the involvement of people with convictions at a senior level within their organisation. We have worked closely with the Cabinet Office and the Charity Commission on this issue, as well other charities such as NCVO, ACEVO, Charity Finance Group and Clinks. In 2018, we published guidance for both charities and individuals, both of which is referred to by the Charity Commission in its guidance.

Our workshop

We run a 3-hour workshop to support charities to:

1. Increase their awareness of criminal records and the 11 million people in the UK that have them
2. Understand what roles the new automatic disqualification rules apply to
3. Understand what criminal records the automatic disqualification rules cover
4. Take practical steps as a charity to comply with the rules
5. Identify who might be affected by the rules
6. Establish processes to support individuals in applying for clearance

We have delivered versions of this workshop to a range of audiences, including at the **Clinks Annual Conference** in November 2017, to a range of **charities at the Kensington and Chelsea Volunteer Centre** in January 2018, and to attendees of the **NCVO regulation conference** in February 2018.

Who is it for?

The workshop is aimed at all sizes of charities, their senior managers, trustees and those involved in their recruitment and HR.

It's designed for both charities that work specifically within the criminal justice sector, as well as the broader charity sector.

Feedback

- *"We think it's really important to involve people with convictions at senior levels of our charity. These new rules were worrying us, but after this session we feel well prepared to make sure that we comply with the rules while still making sure we involve people with lived experience in our work"* **Chair of a charity, Clinks annual conference, November 2017**
- *"We don't work within the criminal justice sector, but as a homeless charity a lot of our clients have a criminal record and we want to make sure we practice what we preach by recruiting them to our board and our staff team. Your workshop helped up to feel confident about doing this"* **Chief Executive, Homeless charity**

Interested in organising a workshop?

- Given the diverse range of charities, we are always happy to discuss delivering this workshop on a one-to-one basis. This might include running a session for the senior team of large charity, a workshop for a number of charities, or a bespoke session for a board of trustees' meeting.
- Please email admin@unlock.org.uk or call 01622 230705 and ask to speak to Debbie Young.
- More details about our work on changes to the charity rules can be found at www.unlock.org.uk/charityrules