

Seeing potential

See the person, value the difference

Did you know?



4.87 million people

combine caring for a loved one with paid work¹. This group have the potential to make a valuable contribution towards a career in care as they will have gained a wide range of experience, skills and knowledge.

Nearly 2/3 of small business owners think military veterans bring valuable skills and knowledge to business.²

Businesses reported benefits to employing service leavers include:

- improved team performance
- fresh perspectives and creative ideas.³

Homelessness doesn't just refer to people sleeping rough, it also applies to people who are at risk of homelessness, including living in temporary or unstable accommodation and those who've had to leave home for safety reasons.

1 in 6 adults



report experiencing a common mental health problem (like anxiety and depression) in any given week.⁴ With the right support, employees can continue to make a valuable contribution to the workplace.⁵



Disabled people are more than twice as likely to be unemployed as non-disabled people.⁶

Small changes make a real difference to the employment prospects of disabled people, and a big difference to the positive contributions they can make.⁷

55% of families living in temporary accommodation work.

This represents over 33,000 families who had a job despite having nowhere stable to live.⁸

People with a learning disability generally stay in work longer, take less sick days and are reliable timekeepers.⁹



More than 20% of the working-age population in the UK has a criminal record.¹⁰

Most offenders want the opportunity to turn their backs on crime and having a job helps them get their lives back on track. 80% of employers of people with convictions positively rate their reliability, motivation, attendance and performance.¹¹

1 Carers UK research report 'Juggling work and unpaid care 2019'

2 Federation of Small Businesses, 2016

3 A force for business: Service leavers and small business, June 2019

4 Mental Health and wellbeing in England: Adult psychiatric morbidity survey 2014

5 University of Bristol - Supporting mental health at work guidance, Nov 2012

6 ONS Labour Force Survey April to June 2020

7 Employing disabled workers in adult social care and health:

A guide for employers, Skills for Care 2017

8 Shelter briefing: In work but out of a home, July 2018

9 Good for Business; the benefits of employing people with a learning disability, Mencap, 2017

10 Home Office, 2020

11 Ministry of Justice guidance on employing prisoners and ex-offenders

Employers who hire candidates from different backgrounds report a wide variety of benefits by becoming more inclusive.

Open recruitment can help businesses to:

- resolve skills shortages
- be cost-effective
- increase staff retention
- reduce staff absence
- improve client relationships
- up-skill existing workforce to boost morale
- demonstrate a social conscience.

See Potential: employer information pack, DWP, 2018

When recruiting for adult social care roles, some employers worry about the suitability of employing people with criminal records.

This 'myth buster' aims to help employers better understand how people with convictions can be recruited safely and fairly.

Myth: I can't employ someone with a criminal record to work in care

Truth: Having a criminal record doesn't mean that a person is unsuitable for a role in social care. In fact, the Disclosure and Barring Service (DBS) state that applicants with criminal records should be treated fairly and not discriminated against because of their conviction.¹² Business in The Community (BITC) found that 75% of employers admit to discriminating against applicants with a criminal conviction.¹³

Myth: if a person has committed an offence, it's likely they will do it again

Truth: Employment is the single most important factor in preventing reoffending. Given the opportunity, many people with convictions go on to live happy and fulfilling lives contributing to their communities.¹⁴

Myth: an enhanced DBS check must be conducted for everyone recruited into a role in care

Truth: The level of check depends on the specific role in question. It's illegal for employers to conduct blanket 'enhanced level' checks on all employees as certain roles may not be eligible for that level check.

Myth: someone with a criminal record won't be a good employee

Truth: Many organisations that actively employ ex-offenders report positive experiences. Ex-offenders have high retention rates and make reliable and hard-working employees.¹⁵

Myth: a person with a criminal record has probably spent time in prison

Truth: Nearly 12 million people in the UK have a criminal record and not all people with convictions have been to prison. In fact, fines are the most common sentence given by all courts (over 70%) with only a small proportion (less than 8%) of people sent to prison.¹⁶

Download the '[Safe and fair recruitment guide](#)' for more information on how to safely and fairly recruit people with criminal records.

For more information visit www.skillsforcare.org.uk/seeingpotential

¹² Skills for Care, Safe and Fair recruitment guide, 2020

¹³ BITC, Ban the box, 2018

¹⁴ Recruit! Unlock, 2018 (<http://recruit.unlock.org.uk/myths/>)

¹⁵ Business in the Community, Ex-offenders: ban the Box and employment, 2018

¹⁶ Home Office 2020