



Treat Staff  
Fairly

# EMPLOYING

# FAQS

## Ex-Offenders

### WHY SHOULD I EMPLOY A CLINK GRADUATE?

The Clink graduates are trained throughout the programme towards gaining their accredited City and Guilds qualifications in food service, food preparation and cookery. In addition to their qualifications, Clink graduates have had valuable professional experience, are motivated to succeed and have been equipped with soft skills like customer service.

A report conducted by The Institute of Hospitality in 2015 notes that ex-offenders are often looking for someone to give them a chance but are anxious about disclosing a criminal record.

**Stable employment for an ex-offender reduces or removes the risk of reoffending; a win-win situation for the employer, the employee and society as a whole**

### WHAT ARE THE BENEFITS OF EMPLOYING AN EX-OFFENDER?

Employment post-release is a key factor in reducing re-offending. There is a clear recruitment gap in the foodservice industry, with an estimated 350k vacancies in 2019. The Clink have a credible solution to the skills-gap in the form of their graduates who have been trained and equipped with skills for the industry.

**Graduates are classically trained and will have a relevant NVQ Level 2 in Food Preparation & Cookery, Food & Beverage Service or Horticulture. They can also boast of experience working in a fine dining public restaurant which has been #1 on TripAdvisor.**

Guests are members of the public, fellow hospitality professionals and ambassadors visiting with the intent of employing graduates. The Clink graduates may have also served famous and celebrity visitors, including members of the Royal Family.



## ARE THERE RISKS ASSOCIATED WITH EMPLOYING AN EX-OFFENDER?

The risks are not any higher than employing any other member of staff. The prison service has very stringent security checks to ensure that it offers appropriate trainees for The Clink to interview and consider taking on in the first place. With the graduates permission, you may have higher visibility of their past than many of your other employees. You can also feel fully confident that they have been trained to a high standard.

## SHOULD I TELL THE TEAM WHO WILL BE WORKING WITH THE GRADUATE THAT THEY HAVE A CRIMINAL RECORD?

No. You are legally obliged to ensure that information regarding offences is kept confidential unless there is a specific reason for disclosing it.

## HOW MUCH SHOULD I PAY THE GRADUATE?

You should pay them the appropriate rate for the job and ensure that it is above the national Minimum Wage, as you would for any other employee. Ex-offenders must not be treated less favourably than other workers in comparable employment.

## WHAT CAN I DO TO HELP SUPPORT A GRADUATE IN THEIR NEW ROLE?

Though each Clink graduate will be rigorously assessed to check that they are suitable for the role, employers should consider whether the graduate's skills, experience and conviction circumstances weigh up against the tasks they will be required to perform in their role.

**By giving an opportunity to a Clink graduate, you can expect that they will welcome the chance to become one of your most loyal employees.**

