



## **Business Statement of Support**

Over 12 million people in the UK, and one in three men of a working age, have a criminal record. These are mostly for offences that were minor or happened a long time ago.

Many of these individuals cannot access stable employment and are prevented from providing for themselves and their families because of these records. 27% of employers say they would not hire someone with a criminal record. However, judging someone based on their worst mistakes – often irrelevant to the profession and decades in the past – is not an effective way of assessing their ability and potential. People with criminal records have skills and experience to offer – just like anyone else.

The criminal justice system rightly punishes wrongdoing. But punishing people constantly and endlessly through an outdated records system denies individuals another chance while making our communities less prosperous. The law needs to change so that old and minor cautions and convictions no longer blight the job prospects of those who are eager to work. As business leaders, we want to be able to safely hire anyone who has the right skills and experience for the job – but the system is holding us back.

Our current criminal records system is needlessly complex, unwieldy, and not fit for purpose. Through reform we can create a fairer and more proportionate system that allows people to move on, find work, and contribute to society.

We stand with the FairChecks movement and justice experts across the country who are calling for all political parties to support a review and commit to progressive reform of the criminal records system.



**Signed:**

**Amanda Kinghorn**, *Founder, All Shades*

**Amy Taylor**, *Strategy & Finance Director, Tap Social Movement*

**Andrew Dixon**, *Founder, ARC InterCapital Ltd*

**Annie Gale**, *Head of Social Impact, COOK*

**Ashish Prashar**, *Board Member, JustLeadershipUSA*

**Ashley Rookwood**, *Founder and CEO, New Creations Capital*

**Baroness Martha Lane Fox of Soho CBE**, *Cross Bench Life Peer and Co-Founder, lastminute.com and Lucky Voice*

**Char Grant**, *A&R Director, Def Jam Recordings*

**Daianna Karaian**, *Co-Founder, Today Do This*

**Diane Banks**, *Founder and CEO, Northbank Talent Management*

**Isobel Clarke**, *Development Manager, Saracens Foundation*

**Jessie Macneil-Brown**, *Head of Social Mission, Europe, Ben & Jerry's*

**Lady Edwina Grosvenor**, *Philanthropist and Prison Reformer*

**Lord Dr Hastings of Scarisbrick CBE**, *Chair, SOAS University and London Chamber of Commerce Black Business Association, Founder Crime Concern & Catch22*

**Merck Mecuriadis**, *CEO, Hipgnosis Songs Management*

**Michelle Cirocco**, *Chief Social Responsibility Officer, Televerde and Executive Director, Televerde Foundation*

**Paul Cowley**, *Director of Rehabilitation, Iceland Foods*

**Robbie Dale**, *Co-Founder, Today Do This*

**Stef Jones**, *Director, XO Bike*

**Steve Freer**, *Co-Founder and Managing Director Tempus Novo*

**Sylvia Coleman**, *Co-Founder and Principal, BPureSounds*

**Tom Morton**, *Global Chief Strategy Officer, R/GA*

**Val Wawrosz**, *Co-Founder, CEO and CSO, Tempus Novo*