



# Southern Prison Employment Conference 2022

New Futures  
Network

in partnership with  
Employment  
Advisory Board



HM Prison &  
Probation Service

# Welcome

Neil Sampson, Managing Director, Solar Gates UK Ltd





# Her Majesty Queen Elizabeth II

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1926 - 2022

# Agenda

1.00pm	Neil Sampson	Welcome
1.10pm	James Timpson	Opening Address
1.15pm	Neil Sampson	What is an EAB and the journey so far
1.30pm	Neil Sampson	Why give second chances & The 5 steps to next
1.45pm	Adetola Adeogun, Claire Bennett & John Daynes	Working Chances and Changed Outcomes
2.15pm	Annie Gale	Hiring People with Conviction – What why and How
2.45pm	James Fellowes	Bridge of Hope Careers, Close
3.00pm	Workshop/Networking	RAW Talent in your organisation
4.00pm	Conference Close	
6.00pm to Midnight		Party on the Heath



**James Timpson**

CEO, Timpson



# EAB, ROTL, NFN, MoJ, WTF?

Neil Sampson, Managing Director, Solar Gates UK Ltd



# How Employment Affects Reoffending?

- ◆ 80% convicted crime by previous offenders (2020)
- ◆ New Futures Network, part of HMPPS broker work opportunities
- ◆ Prison Industries – workshops in prisons
- ◆ Release on Temporary Licence (ROTL) – day release to work
- ◆ Employment on Release – offers upon release

**The total estimated economic and social cost of reoffending is £18 billion**

**Prison leavers in work after prison 9% less likely to reoffend**

**81% think ‘businesses employing prison leavers make a positive contribution to society’**

**90% of employers say ex-offenders are “motivated, reliable, capable and trustworthy”**

# The Prison Strategy White Paper

- ◆ Published December 2022
- ◆ £200M invested in reducing reoffending by 2023 in 92 prisons (England & Wales)
- ◆ Employment Advisory Boards (EAB)
- ◆ Employment Hubs
- ◆ Prison Employment Leads
- ◆ Banking and ID Administrators

# Employment Advisory Boards (EAB)

- ◆ Developed with Timpson Foundation
- ◆ Senior Business leader as EAB Chair in each prison
- ◆ Work with Governor and Working Out teams
- ◆ Understand local labour market
- ◆ Direct training, skilling up and support in advance of release
- ◆ 55 out of 92 EAB Chairs already established

# Employment Hubs

- ◆ Job Centre in Prison
- ◆ Some established, more coming on line
- ◆ Employment partners have a base in prison
- ◆ Internal training, interviews

# Prison Employment Leads (PEL's)

- ◆ 92 PEL's to be employed across UK, 66 in post
- ◆ Create employment strategy
- ◆ Matching suitable candidates
- ◆ Support in making applications

# Banking & ID Administrators

- ◆ Set up in over 100 prisons in 2010
- ◆ Ensure prison leavers have a bank account upon release
- ◆ Prisoner ID programme launched Oct 2021
- ◆ New funding to roll out another 90 posts
- ◆ Birth certificates, permits to work, driving licences
- ◆ Work with PEL to ensure prisoners ready to work in last 90 days

# Measuring Success

- ◆ Early program
- ◆ Many stakeholders
- ◆ 50000 prisoners released each year

Prisoners released and employed at **six months** rose from 14% in April 2021 to 23% in March 2022

Leavers who were employed at **six weeks** rose from 10% in April 2021 to 16% March 2022

# Why we give second chances & The five steps to next

Neil Sampson, Managing Director, Solar Gates UK Ltd



# Here at Solar Gates UK

## Addiction Recovery

Perhaps one of the biggest elephants in the construction room.

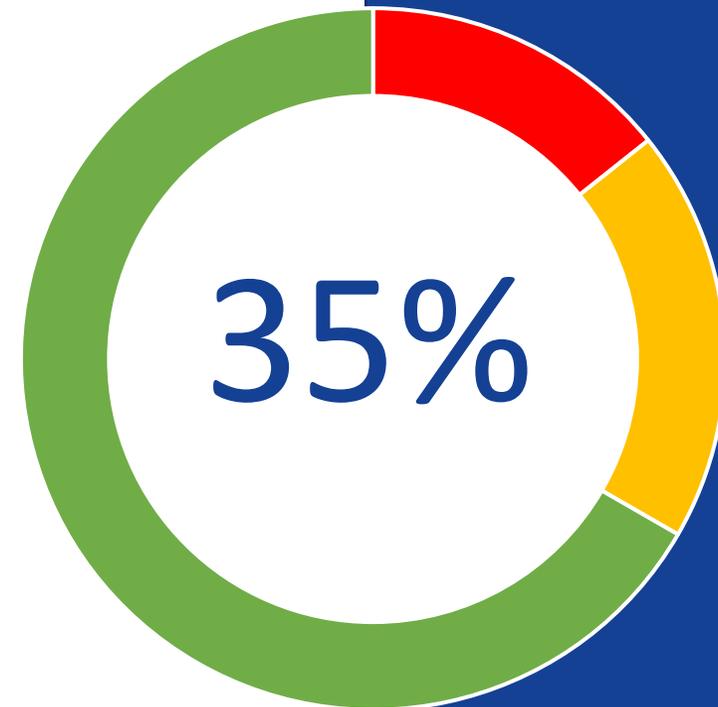
## Ex-Offenders & ROTL

Every person with conviction has a lifetime of life experience & work experience.

## Mental Health

What is normal?  
Who is normal?

We're a mixed bunch of misfits... who fit



- Addiction
- Ex-Offender
- Not Yet

# Why Second Chances?

Because someones past does not have to define their future

- ◆ Image this 16 year old:
- ◆ 9 siblings, 4 sets of step parents
- ◆ Mother sectioned
- ◆ Controlling father
- ◆ Trouble with the police
- ◆ Low grades across 4 schools
- ◆ Regular user of chemicals and alcohol
- ◆ Self harm and suicide attempts
- ◆ Would you be employing them as a 30 year old?

# Our Experience

Working with HMPPS has been a hard journey

Our HR policy often didn't have the answers

MoJ protocol took time and effort

ROTL needed flexibility, planning and boundaries

It would have been easier not to bother

A committed workforce

Award winning staff

Grateful staff

An understanding team

Higher retention

Sense of value and reward



# Make a start

What next?

# 5 Steps to Next

making an ex-offender culture part of your culture

# 5 Steps to Next

- ◆ Consider your corporate objective
- ◆ Ensure your teams are on board first
- ◆ Reach out and visit a local prison/governor/EAB chair
- ◆ Set a framework that fits the objective
- ◆ Prepare to fail and go back to step 1

# 1 – Consider your corporate objective

## Why?

~~Low cost labour~~  
~~Quick recruitment fix~~  
~~Tick the CSR box~~  
Build a varied workforce  
Bring in new talent  
Invest in a new HR future  
Challenge normal

## How?

Build a dedicated team  
Regional or national?  
Consider specific projects  
Seek advice  
What skills?  
Set up training academy  
Plan future recruitment

## When?

Take the long term view  
One off or long term goal  
This will take time  
This will be a challenge  
This will bring results  
Best time to start is now

# 2 – Ensure your teams are on board

## Culture consideration

- ◆ Introduce the concept carefully
- ◆ Understand their top line
- ◆ Work with them, empower your teams
- ◆ Start small
- ◆ Monitor success and failure
- ◆ What if it goes wrong?
- ◆ Plan to evolve

# 3 – Reach Out

Not alone

- ◆ Contact a local prison, plan a visit
- ◆ Meet the governor, employment lead, working out team
- ◆ Join an EAB
- ◆ Link up with those who have been before you
- ◆ Support an employment training hub
- ◆ Get used to the system
- ◆ Be open minded

# 4 – Framework to fit the objective

What's the goal?

- ◆ Is this just a few placements or a UK wide initiative?
- ◆ Implement a team to roll out the plan
- ◆ Allow time for new initiatives to gain traction
- ◆ Mentoring and buddy programs
- ◆ Track results
- ◆ Roll out new ambition as result indicate
- ◆ Reward success

# 5 – Prepare to fail

And learn from it

- ◆ This is a tough but rewarding journey
- ◆ There is no prescribed way
- ◆ We are dealing with complex people
- ◆ We are dealing with a complex civil service system
- ◆ Not all second chances want it
- ◆ Set your boundaries – no numpties
- ◆ Don't expect quick results
- ◆ Do expect to be part of life changing stories



**You may not be able to help everyone**

But you can make a difference to that one

# Working chances and changed outcomes

Adetola Adeogun, Claire Bennett, John Daynes

# Hiring people with conviction – what, why and how

Annie Gale, Head of RAW Talent and Apprenticeships, COOK





Welcome to

— COOK —



“To cook using the same ingredients and techniques that a good cook would use at home so all our food looks and tastes homemade.”

Founding Statement



All about culture...

ESSENTIAL  
INGREDIENTS  
WHAT MAKES US  
COOK



—COOK—

Some good questions to start with... 'Why?'





—COOK—

...What?...



RAW Talent  
supports people into  
permanent, meaningful  
work after prison,  
homelessness or other  
challenges.



...and 'how?' ...

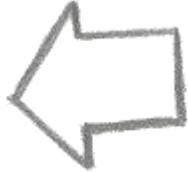
Start from today.

Leave the past.

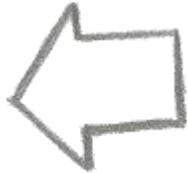
Look forward.



Good to know who you're working with...



Ready to work



Need some help



Not ready



... and the measurable change you're after

12 months after joining via RAW Talent:



5 are still at COOK

2 are  
working  
elsewhere

3 are not working /  
out of touch

First thing



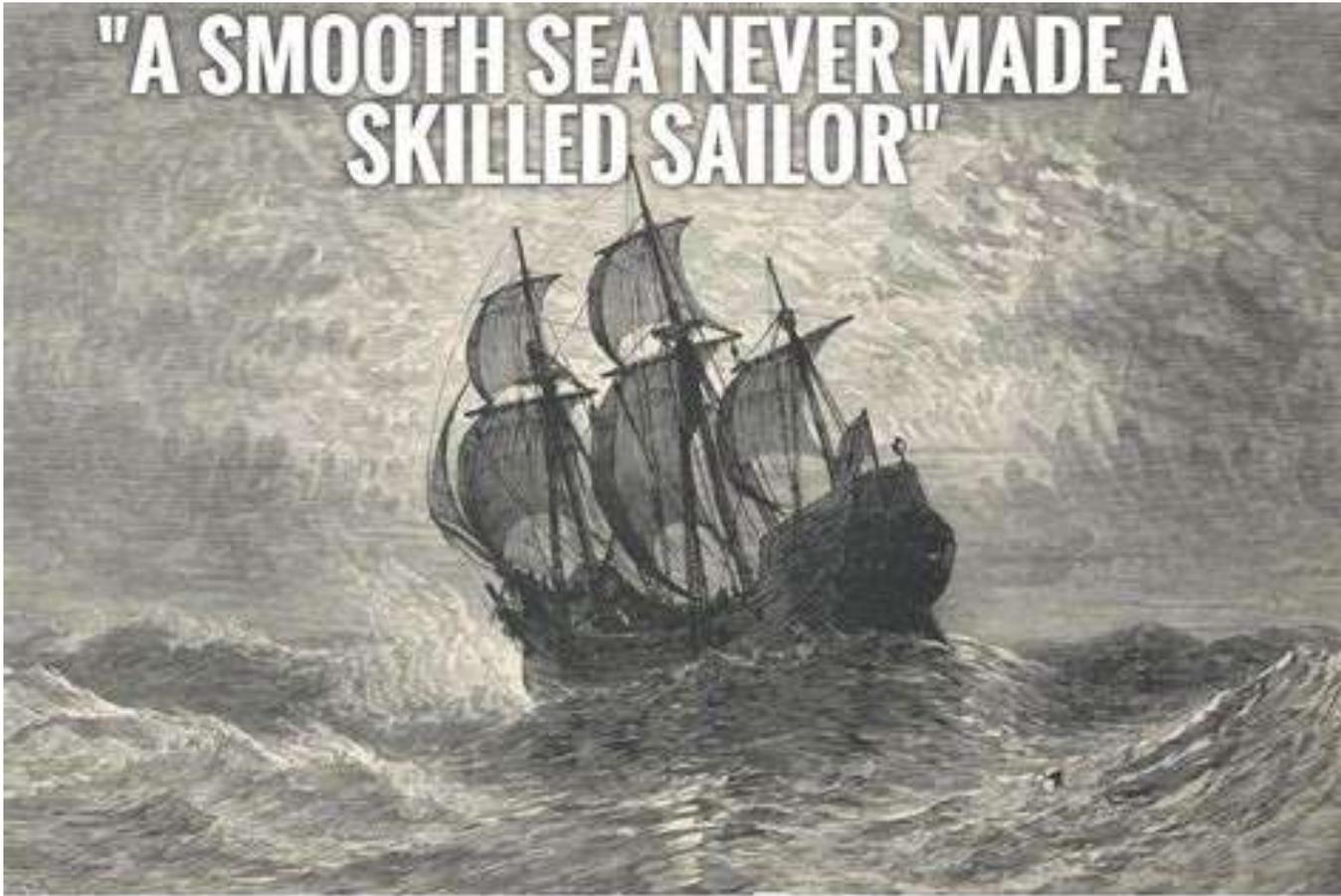
Build  
excellent  
partnerships

## Second Thing

Offer the  
right  
support



## Third Thing



PICTUREQUOTES.COM

Grit!  
Big ambition  
brings big  
challenges

One more thing...

Go at your  
pace. Do it  
your way.



# Ready

2 weeks of training & coaching

Small groups of 10-15  
Run 4 x per year, at COOK  
6 days over 2 weeks  
Training and trial shifts  
Interview for all finishers  
Jobs held open

Travel and food covered  
No pay received



# Active

4 months of buddying  
Weekly for 8 weeks  
Fortnightly for 8 weeks

Strong support to start well  
Specific role in office or kitchen  
4 month engagement period

Engagement rate



# Working

Up to 8 months of support  
As needed

Light touch support as needed  
RAW Talents choose when to 'graduate'

Full pay



# GOALS.

"Above + beyond" - one door shuts,  
open another.

**Del** Job, success, happiness, stability, life.

**Keiran** Have a job, place of my own, move  
in with my girlfriend.

**Carrie-Ann** Steady job + move out with my  
partner.

**Rushna** Be employed. Be a business lady - set up  
my business. Have property of my own.

**Richard** Learn to love + accept myself. Negative  
voice in my head shut itself off.

**Daniel** Meet Madonna + eat chocolate w/hers.  
Be a chef. open my own restaurant.

**Esther** Go to my interview confident, not  
dreading it / Wanting to run!  
Get a job.





Any Questions?

—COOK—

# Bridge of hope careers

James Fellowes, Founder, Bridge of hope careers





**BRIDGE OF HOPE**  
**.CAREERS**

**DIVERSIFY YOUR TALENT POOL**



**James Fellowes**  
**Founder**

**Chance**  
**Bleu-Montgomery**



SCAN TO CONNECT ON  
LINKEDIN!





**BRIDGE OF HOPE**  
**.CAREERS**

**Everything you need to know...in 2 minutes**



# Workshops & Networking

Neil Sampson, Managing Director, Solar Gates UK Ltd

