



The Responsible
Business Network
Northern Ireland

Ban the Box

BEHIND THE HEADLINES

www.bitcni.org.uk

WHY SHOULD EMPLOYERS CONSIDER THOSE WITH CRIMINAL CONVICTIONS AS FUTURE EMPLOYEES?

Ban the Box is a new campaign in Northern Ireland and this document helps demystify some common perceptions about people with convictions, takes a look at the statistics behind the headlines, and explains why employers should sign up.

The concept is simple. Ban the Box is encouraging employers to assess applicants based on their skills and aptitudes; finding the best candidate for the role, before asking about disclosures. Should a conviction be disclosed, employers will be supported to have processes in place to determine if this has any bearing on the advertised job.

For all Prosecutions, Convictions and Out of Court Disposals in Northern Ireland in 2022*



86.9%*

of convictions resulted
in a non-custodial
sentence



46.2%*

motoring offences
made up 46.2% of
prosecutions at all courts



56.6%*

of convictions resulted in
monetary penalties



8 out of 10

prosecutions were
against males



20.7%*

of convictions were in
the 18-24 age group, the
ideal group to support
into and through an
apprenticeship



£15Bn/year

the cost to the UK
taxpayer of reoffending

Employers can play their part in helping to reduce reoffending by removing the tick box from their applications and giving people with a conviction a fairer chance when applying for work. Could young people who have offended be supported into an apprenticeship to provide future employment and reduce the risk of reoffending?

If you have **already removed the tick box** on your application form, please sign up to the campaign [here](#).

If you do use a tick box, or ask about convictions during the application process, please request support [here](#).

*NISRA/Dept of Justice – Court Prosecution, Convictions and Out of Court Disposal Statistics for Northern Ireland 2022 (June 2023)