



ONWARD – OFFENDERS EMPLOYMENT RESEARCH – MARCH 2019

Methodology: ComRes surveyed 1,200 business decision-makers conducted between 1st and 15th March 2019. Data were weighted to be representative of all UK businesses with an annual turnover of £250,000 or more by turnover, sector and region. ComRes is a member of the British Polling Council and abides by its rules.

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BUSINESS OPINION OMNIBUS - MARCH 2019 - **Offenders Employment** Fieldwork dates: 1st to 15th March 2019



Absolutes/col percents

Table 1
Q.1 Thinking about employing offenders and ex-offenders, which of the following best describes your company's view/policy?
 Base:All respondents

TOTAL	NO.EMPLOYEES										TURNOVER													
	1-9 (a)	10-49 (b)	50-99 (c)	100-249 (d)	250-499 (e)	500-999 (f)	1000+ (g)	UP TO 49 (h)	UP TO 249 (i)	250+ (j)	LESS THAN £1M (k)	£1M-£1.9M (l)	£2M-£4.9M (m)	£5M-£9.9M (n)	£10M- £14.9M (o)	£15M- £24.9M (p)	£25M- £49.9M (q)	£50M- £99.9M (r)	£100M- £499.9M (s)	£500M+ (t)	UP TO £4.9M (u)	£5M- £24.9M (v)	£25M+ (w)	
Unweighted base	1200	245	229	138	211	119	97	161	474	824	377	250	184	191	110	111	104	71	62	67	50	625	325	250
Weighted base	1200	384	307	140*	163	72*	56*	78*	691	994	206	420	280	210	90*	65*	45*	35*	25*	20*	10*	910	200	90
We do not have any ex-offender employees and our policy is not to employ offenders or ex-offenders	334 28%	116 30%a	76 25%	42 30%	50 30%	13 18%	14 24%	23 29%	192 28%	284 29%	49 24%	123 29%p	90 32%np	66 31%np	17 19%	14 22%	6 13%	7 20%	6 23%	4 19%	2 20%	278 31%vw	37 19%	18 21%
We do not have any ex-offender employees and our type of organisation means it's not practicable	227 19%	59 15%	64 21%	30 21%	28 17%	20 28%ag	16 28%ag	9 12%	124 18%	182 18%	45 22%	65 16%	69 25%kr	37 18%	18 20%	13 20%	11 26%k	5 13%	2 9%	3 13%	2 17%	172 19%	43 21%w	11 13%
We do not have any ex-offender employees but would probably consider it (for example depending on the offence)	231 19%	61 16%	77 25%ag	22 16%	34 21%	17 24%	9 16%	11 14%	138 20%	195 20%	37 18%	65 16%	56 20%	45 21%	23 25%k	15 24%	10 22%	6 16%	4 15%	6 30%k	1 13%	167 18%	48 24%	17 18%
We do not have any ex-offender employees but would definitely consider it	76 6%	28 7%	22 7%	7 5%	7 4%	3 4%	7 12%g	2 3%	50 7%	64 6%	12 6%	28 7%	15 5%	14 7%	6 7%	3 5%	4 8%	2 6%	3 10%	* 1%	* 2%	57 6%	13 7%	5 6%
We have employed ex-offender(s) but would not consider employing ex-offenders again	16 1%	1 *	3 1%	7 5%a	1 1%	2 2%a	1 2%a	2 3%a	4 1%	11 1%	5 2%h	- -	4 2%	5 3%k	2 2%k	1 1%	1 2%k	2 6%kl	1 4%k	* 2%k	- -	10 1%	3 2%	3 4%u
We have employed ex-offender(s) and would probably consider employing ex-offenders again (for example depending on offence)	56 5%	2 1%	18 6%a	6 4%a	15 9%a	4 6%a	3 5%a	7 9%a	21 3%	42 4%	14 7%h	7 2%	10 3%	12 6%k	9 10%kl	4 6%k	6 12%klm	5 13%kl	3 12%kl	2 9%k	* 5%	28 3%	18 9%u	10 11%u
We have employed ex-offender(s) and would definitely consider employing ex-offenders again	37 3%	7 2%	10 3%	5 3%	5 3%	3 4%	1 2%	6 7%a	17 2%	27 3%	10 5%	9 2%	3 1%	7 3%	4 4%	5 8%kl	2 4%	3 9%kl	2 9%kl	2 9%kl	1 6%l	19 2%	10 5%u	8 8%u
We have a specific initiative to employ ex-offenders	11 1%	3 1%	3 1%	- -	3 2%	2 2%	- -	* *	6 1%	9 1%	2 1%	2 1%	2 1%	1 *	4 4%klm	- -	- -	1 3%	1 3%	- -	* 4%kmop	5 1%	4 2%u	2 2%u
Other	48 4%	41 11%bcdefg	2 1%	2 1%	2 1%	1 1%	- -	* *	43 6%j	47 5%j	1 1%	37 9%lmnopq	5 2%	4 2%	1 1%	- -	1 1%	- -	- -	* 1%	- -	47 5%vw	2 1%	* *
Don't know	163 14%	65 17%	31 10%	20 14%	17 11%	7 10%	6 10%	18 23%bde	96 14%	133 13%	30 15%	83 20%lmn	25 9%	18 9%	7 8%	9 14%	5 12%	5 14%	4 15%	3 15%	3 32%lmnopq	127 14%	22 11%	15 17%
NET: Would consider employing	411 34%	101 26%	131 43%ad	40 28%	65 40%a	29 41%a	20 35%	26 33%	232 34%	337 34%	75 36%	111 26%	86 31%	79 38%k	45 50%klt	28 43%k	21 46%kl	16 47%kl	12 49%kl	10 49%kl	3 30%	276 30%	94 47%u	42 46%u
NET: Would not consider employing	577 48%	176 46%	144 47%	79 56%	78 48%	35 48%	31 55%	34 44%	320 46%	477 48%	99 48%	188 45%	164 58%klmnopqr	108 52%ks	37 41%	28 43%	18 41%	14 39%	9 36%	7 35%	4 37%	460 51%vw	83 42%	33 37%
NET: Have ex-offender employees	121 10%	13 3%	35 11%a	17 12%a	25 15%a	11 15%a	5 9%	15 19%a	48 7%	89 9%	31 15%h	18 4%	19 7%	25 12%k	18 20%kl	10 15%kl	8 18%kl	11 30%klmo	7 27%klm	4 20%kl	1 15%k	62 7%	36 18%u	23 26%u

Proportions/Mean: Columns Tested (5% risk level) - a/b/c/d/e/f/g - h/i/j - k/l/m/n/o/p/q/r/s/t - u/v/w
 * small base

BUSINESS OPINION OMNIBUS - MARCH 2019 -
Offenders Employment
Fieldwork dates: 1st to 15th March 2019



Absolutes/col percents

Table 1
Q.1 Thinking about employing offenders and ex-offenders, which of the following best describes your company's view/policy?

Base:All respondents

	TOTAL	NO.EMPLOYEES										TURNOVER												
		1-9 (a)	10-49 (b)	50-99 (c)	100-249 (d)	250-499 (e)	500-999 (f)	1000+ (g)	UP TO 49 (h)	UP TO 249 (i)	250+ (j)	LESS THAN £1M (k)	£1M-£1.9M (l)	£2M-£4.9M (m)	£5M-£9.9M (n)	£10M- £14.9M (o)	£15M- £24.9M (p)	£25M- £49.9M (q)	£50M- £99.9M (r)	£100M- £499.9M (s)	£500M+ (t)	UP TO £4.9M (u)	£5M- £24.9M (v)	£25M+ (w)
Weighted base	1200	384	307	140*	163	72*	56*	78*	691	994	206	420	280	210	90*	65*	45*	35*	25*	20*	10*	910	200	90
NET: Do not have ex-offender employees	868	265	240	102	119	53	45	45	504	725	143	282	231	162	64	46	31	20	14	13	5	675	141	52
	72%	69%	78%g	72%g	73%g	74%g	80%g	58%	73%	73%	69%	67%	82%knopqr st	77%kqrt	71%t	71%	69%	56%	57%	63%	53%	74%w	71%w	58%

Proportions/Means: Columns Tested (5% risk level) - a/b/c/d/e/f/g - h/i/j - k/l/m/n/o/p/q/r/s/t - u/v/w
 * small base



BUSINESS OPINION OMNIBUS - MARCH 2019 - **Offenders Employment** Fieldwork dates: 1st to 15th March 2019

Absolutes/col percents

Table 1
Q.1 Thinking about employing offenders and ex-offenders, which of the following best describes your company's view/policy?
 Base:All respondents

	TOTAL	REGION											BROAD REGION			
		NE (a)	NW (b)	Y&H (c)	W MIDS (d)	E MIDS (e)	WALES (f)	E ENGLAND (g)	LONDON (h)	SE (i)	SW (j)	SCOT (k)	NI (l)	NORTH (m)	MIDLANDS (n)	SOUTH (o)
Unweighted base	1200	83	100	100	100	100	84	98	145	142	100	94	54	431	284	485
Weighted base	1200	30*	112*	89*	95*	78*	44*	120*	224*	195*	112*	73*	28*	332	217	651
We do not have any ex-offender employees and our policy is not to employ offenders or ex-offenders	334 28%	12 40% beh	24 21%	25 28%	31 33%	18 24%	11 25%	37 31%	50 22%	56 29%	39 34%	24 33%	7 26%	92 28%	60 28%	182 28%
We do not have any ex-offender employees and our type of organisation means it's not practicable	227 19%	6 20%	16 14%	19 21%	19 20%	18 23%	8 19%	20 17%	56 25% i	33 17%	12 11%	16 22%	4 14%	60 18%	46 21%	121 19%
We do not have any ex-offender employees but would probably consider it (for example depending on the offence)	231 19%	3 10%	29 26% a	16 18%	15 16%	22 28% ak	7 17%	23 20%	44 20%	35 18%	20 18%	10 14%	6 21%	64 19%	45 21%	123 19%
We do not have any ex-offender employees but would definitely consider it	76 6%	2 6%	7 6%	6 7%	4 5%	4 5%	3 6%	4 3%	11 5%	18 9%	8 7%	7 10%	2 6%	24 7%	11 5%	41 6%
We have employed ex-offender(s) but would not consider employing ex-offenders again	16 1%	- -	5 4% i	3 3%	* *	- -	* *	3 2%	4 2%	- -	1 1%	1 1%	* 1%	9 3% n	* *	7 1%
We have employed ex-offender(s) and would probably consider employing ex-offenders again (for example depending on offence)	56 5%	1 5%	6 5%	4 4%	3 3%	4 5%	1 3%	7 5%	12 5%	6 3%	6 5%	5 7%	2 6%	18 5%	8 4%	30 5%
We have employed ex-offender(s) and would definitely consider employing ex-offenders again	37 3%	1 4%	6 5%	2 2%	1 1%	3 3%	3 7%	2 1%	4 2%	7 3%	7 6%	2 3%	- -	11 3%	7 3%	20 3%
We have a specific initiative to employ ex-offenders	11 1%	- -	- -	1 1%	2 2%	* *	- -	3 3%	1 1%	3 2%	- -	- -	- -	1 *	3 1%	8 1%
Other	48 4%	3 9% h	5 5%	2 2%	2 2%	4 6%	4 8%	3 3%	6 3%	6 3%	5 4%	4 5%	4 14% cdghi	18 5%	10 5%	20 3%
Don't know	163 14%	2 7%	15 13%	13 15%	16 17% ek	4 5%	6 15% ek	18 15%	36 16% ek	31 16% ek	15 13%	3 5%	3 12%	37 11%	26 12%	100 15%
NET: Would consider employing	411 34%	7 24%	47 42% a	28 32%	26 28%	33 42% a	15 33%	39 32%	73 32%	69 35%	41 36%	25 34%	9 34%	117 35%	74 34%	221 34%
NET: Would not consider employing	577 48%	18 60% b	44 40%	46 51%	51 53%	37 47%	19 44%	60 50%	110 49%	89 46%	52 46%	41 56%	11 41%	160 48%	107 49%	310 48%
NET: Have ex-offender employees	121 10%	3 9%	16 14%	9 10%	7 7%	7 8%	5 10%	14 12%	22 10%	16 8%	14 12%	8 11%	2 7%	38 11%	18 8%	65 10%
NET: Do not have ex-offender employees	868 72%	23 75%	75 67%	65 73%	70 73%	63 81%	29 67%	84 70%	161 72%	142 73%	79 70%	57 79%	19 67%	239 72%	162 75%	466 72%

Proportions/Mean: Columns Tested (5% risk level) - a/b/c/d/e/f/g/h/i/j/k/l - m/n/o
 * small base

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Offenders Employment
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Table 1
Q.1 Thinking about employing offenders and ex-offenders, which of the following best describes your company's view/policy?

Base:All respondents

	TOTAL	BROAD INDUSTRY			
		MANU- FACTURING (a)	CONS- TRUCTION (b)	RETAIL (c)	SERVICES (d)
Unweighted base	1200	191	137	285	587
Weighted base	1200	96	212*	187	705
We do not have any ex-offender employees and our policy is not to employ offenders or ex-offenders	334 28%	27 28%	72 34%	48 26%	187 27%
We do not have any ex-offender employees and our type of organisation means it's not practicable	227 19%	12 12%	32 15%	31 16%	152 22% d
We do not have any ex-offender employees but would probably consider it (for example depending on the offence)	231 19%	31 32% bcd	36 17%	41 22%	124 18%
We do not have any ex-offender employees but would definitely consider it	76 6%	5 5%	20 9%	11 6%	40 6%
We have employed ex-offender(s) but would not consider employing ex-offenders again	16 1%	* *	4 2%	4 2%	9 1%
We have employed ex-offender(s) and would probably consider employing ex-offenders again (for example depending on offence)	56 5%	8 9% d	8 4%	12 7%	28 4%
We have employed ex-offender(s) and would definitely consider employing ex-offenders again	37 3%	2 2%	12 6% d	9 5%	14 2%
We have a specific initiative to employ ex-offenders	11 1%	* *	1 *	3 1%	7 1%
Other	48 4%	2 2%	6 3%	3 2%	37 5% d
Don't know	163 14%	8 8%	22 10%	26 14%	107 15%
NET: Would consider employing	411 34%	47 49% d	76 36%	76 40% d	212 30%
NET: Would not consider employing	577 48%	39 41%	107 51%	82 44%	348 49%
NET: Have ex-offender employees	121 10%	11 12%	25 12%	27 15% d	57 8%
NET: Do not have ex-offender employees	868 72%	74 78%	159 75%	131 70%	503 71%

Proportions/Mean: Columns Tested (5% risk level) - a/b/c/d
 * small base

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Offenders Employment
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Absolutes/col percents

Table 1
Q.1 Thinking about employing offenders and ex-offenders, which of the following best describes your company's view/policy?

Base:All respondents

	TOTAL	BUSINESS SECTOR									
		MANU- FACTURING (a)	CONS- TRUCTION (b)	WHOLESALE (c)	RETAIL (d)	TRANSPORT (e)	COMMS (f)	HOSP- ITALITY & LEISURE (g)	FIN/PROP/ BUS SERVICES (h)	EDUC/ HEALTH/ PUBLIC (i)	ARTS/ LEISURE/ OTHER (j)
Unweighted base	1200	191	137	44	111	89	41	33	123	170	261
Weighted base	1200	96	212*	30**	79*	50*	28**	55**	132*	170	348
We do not have any ex-offender employees and our policy is not to employ offenders or ex-offenders	334 28%	27 28%	72 34%	3 11%	26 32%	11 22%	8 29%	9 17%	38 29%	48 28%	92 26%
We do not have any ex-offender employees and our type of organisation means it's not practicable	227 19%	12 12%	32 15%	2 8%	14 17%	9 19%	5 19%	21 38%	37 28% abj	35 21%	59 17%
We do not have any ex-offender employees but would probably consider it (for example depending on the offence)	231 19%	31 32% bdethj	36 17%	11 37%	13 16%	9 18%	8 29%	10 18%	15 11%	36 21%	63 18%
We do not have any ex-offender employees but would definitely consider it	76 6%	5 5%	20 9%	2 7%	5 6%	3 6%	1 5%	1 1%	6 5%	15 9%	19 5%
We have employed ex-offender(s) but would not consider employing ex-offenders again	16 1%	* *	4 2%	1 2%	3 4%	- -	- -	- -	2 1%	2 1%	5 2%
We have employed ex-offender(s) and would probably consider employing ex-offenders again (for example depending on offence)	56 5%	8 9% j	8 4%	2 6%	5 6%	4 9%	2 6%	2 4%	7 5%	7 4%	12 3%
We have employed ex-offender(s) and would definitely consider employing ex-offenders again	37 3%	2 2%	12 6%	3 10%	1 1%	3 7% kl	1 4%	2 4%	2 2%	1 1%	8 2%
We have a specific initiative to employ ex-offenders	11 1%	* *	1 *	- -	2 2%	- -	1 4%	1 2%	2 2%	- -	4 1%
Other	48 4%	2 2%	6 3%	* 1%	2 2%	1 2%	- -	3 5%	5 4%	4 2%	25 7%
Don't know	163 14%	8 8%	22 10%	5 18%	10 13%	9 18%	2 6%	7 13%	17 13%	22 13%	61 18% a
NET: Would consider employing	411 34%	47 49% cdhj	76 36%	18 60%	25 31%	20 40%	13 47%	16 28%	33 25%	59 35%	105 30%
NET: Would not consider employing	577 48%	39 41%	107 51%	6 21%	42 53%	20 41%	14 48%	30 54%	77 58% cae	85 50%	156 45%
NET: Have ex-offender employees	121 10%	11 12%	25 12%	5 18%	10 13%	8 16% kl	4 13%	5 9%	13 10%	10 6%	29 8%

Proportions/Mean: Columns Tested (5% risk level) - a/b/c/d/e/f/g/h/i/j
 * small base; ** very small base (under 30) ineligible for sig testing

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Absolutes/col percents

Table 1
Q.1 Thinking about employing offenders and ex-offenders, which of the following best describes your company's view/policy?

Base:All respondents

	BUSINESS SECTOR										
	MANU- FACTURING (a)	CONS- TRUCTION (b)	WHOLESALE (c)	RETAIL (d)	TRANSPORT (e)	COMMS (f)	HOSP- ITALITY & LEISURE (g)	FIN/PROP/ BUS SERVICES (h)	EDUC/ HEALTH/ PUBLIC (i)	ARTS/ LEISURE/ OTHER (j)	
Weighted base	1200	96	212*	30**	79*	50*	28**	55**	132*	170	348
NET: Do not have ex-offender employees	868	74	159	18	57	32	23	41	97	134	232
	72%	78% <i>j</i>	75%	62%	72%	65%	81%	73%	73%	79% <i>j</i>	67%

Proportions/Mean: Columns Tested (5% risk level) - a/b/c/d/e/f/g/h/i/j
 * small base; ** very small base (under 30) ineligible for sig testing

BUSINESS OPINION OMNIBUS - MARCH 2019 - Offenders Employment Fieldwork dates: 1st to 15th March 2019



Absolutes/col percents

Table 2

Q.2 1st choice - What type of initiatives, if any, would most likely encourage you to employ people leaving prison or those with previous criminal convictions?

Base: All respondents

TOTAL	NO.EMPLOYEES										TURNOVER													
	1-9 (a)	10-49 (b)	50-99 (c)	100-249 (d)	250-499 (e)	500-999 (f)	1000+ (g)	UP TO 49 (h)	UP TO 249 (i)	250+ (j)	LESS THAN £1M (k)	£1M-£1.9M (l)	£2M-£4.9M (m)	£5M-£9.9M (n)	£10M- £14.9M (o)	£15M- £24.9M (p)	£25M- £49.9M (q)	£50M- £99.9M (r)	£100M- £499.9M (s)	£500M+ (t)	UP TO £4.9M (u)	£5M- £24.9M (v)	£25M+ (w)	
Unweighted base	1200	245	229	138	211	119	97	161	474	823	377	250	184	191	110	111	104	71	62	67	50	625	325	250
Weighted base	1200	384	307	140*	163	72*	56*	78*	691	994	206	420	280	210	90*	65*	45*	35*	25*	20*	10*	910	200	90
If the Government offered a National Insurance Contribution tax break on ex-offenders' salary costs, worth up to £1,400 per year	141 12%	37 10%	38 12%	11 8%	28 17% ca	9 12%	11 19% ca	7 10%	75 11%	114 11%	27 13%	32 8%	42 15% k	29 14%	13 14%	7 10%	7 16% k	7 19% k	3 11%	2 12%	1 5%	103 11%	26 13%	12 14%
If there was active support for both your business and the ex-offender to ensure they were well-supported during the transition from prison into the community	137 11%	36 9%	37 12%	13 10%	25 15%	14 20% ca	3 6%	8 10%	74 11%	112 11%	25 12%	37 9%	34 12%	24 11%	11 12%	9 14%	9 19% k	8 22% k	2 8%	3 13%	2 18%	95 10%	29 14%	14 16%
If your business were seen as a socially responsible employer by joining a 'Second Chances' scheme with other businesses	113 9%	18 5%	21 7%	23 16% ab	22 15% ca	6 9%	11 19% ab	13 16% ab	39 6%	84 8%	30 14% hi	18 4%	40 14% k	18 9%	12 14% k	7 10% k	4 9%	6 16% k	6 24% kmop	2 9%	1 13% k	76 8%	23 11%	15 16% u
If the Government allowed your business to pay for ex-offenders' training using money from the apprenticeship levy	111 9%	32 8%	30 10%	12 8%	16 10%	10 14%	5 9%	6 8%	62 9%	89 9%	21 10%	39 9%	11 4%	31 15% l	8 9%	6 9%	5 11% l	6 16% l	3 11% l	2 10%	* 5%	80 9%	19 10%	11 12%
If your business was able to work with the offender while they were in prison to prepare them for work at your business on their release	108 9%	30 8%	24 8%	16 12%	17 10%	8 11%	4 7%	9 11%	54 8%	87 9%	21 10%	41 10%	31 11%	12 6%	8 8%	9 14% lm	3 6%	1 2%	2 9%	1 6%	* 4%	84 9%	19 10%	5 5%
Government initiative to include convictions as a part of 'blind recruitment' (removing identification details from candidates' CV of applications) in the early stages of recruitment, except for sensitive roles	107 9%	24 6%	28 9%	12 9%	22 14% a	8 11%	5 9%	7 10%	52 8%	87 9%	21 10%	24 6%	29 11%	24 11% k	9 10%	9 13% k	4 9%	1 3%	4 15% kq	2 11%	1 11%	78 9%	21 11%	8 9%
Other	6 *	2 *	3 1%	* *	1 *	- -	- -	- -	5 1%	6 1%	- -	5 1%	- -	- -	* *	- -	1 1% lm	- -	- -	- -	- -	5 1%	1 1%	- -
Not applicable - initiatives would make no/little difference	390 32%	175 46% cdefg	109 36% deg	44 31% deg	25 15%	12 17%	12 22%	13 16%	284 41% j	353 36% j	37 18%	183 44% lmnopq	86 31% opqr	63 30% opqr	24 27%	11 16%	8 17%	5 14%	3 13%	5 23%	2 24%	332 37% vw	42 21%	15 17%
Don't know	87 7%	31 8%	16 5%	8 5%	8 5%	5 7%	5 8%	15 19% abcde	47 7%	63 6%	24 12% hi	41 10% l	7 3%	10 5%	5 6%	8 13% lm	5 12% lm	3 8% l	2 7%	3 15% lm	2 21% klmn	58 6%	19 10%	10 11% u

Proportions/Mean: Columns Tested (5% risk level) - a/b/c/d/e/f/g - h/i/j - k/l/m/n/o/p/q/r/s/t - u/v/w
* small base

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Absolutes/col percents

Table 2

Q.2 1st choice - What type of initiatives, if any, would most likely encourage you to employ people leaving prison or those with previous criminal convictions?

Base:All respondents

	TOTAL	REGION											BROAD REGION			
		NE (a)	NW (b)	Y&H (c)	W MIDS (d)	E MIDS (e)	WALES (f)	E ENGLAND (g)	LONDON (h)	SE (i)	SW (j)	SCOT (k)	NI (l)	NORTH (m)	MIDLANDS (n)	SOUTH (o)
Unweighted base	1200	83	100	100	100	100	84	98	145	142	100	94	54	431	284	485
Weighted base	1200	30*	112*	89*	95*	78*	44*	120*	224*	195*	112*	73*	28*	332	217	651
If the Government offered a National Insurance Contribution tax break on ex-offenders' salary costs, worth up to £1,400 per year	141 12%	4 12%	14 12%	15 17%	9 10%	6 8%	5 10%	13 11%	24 11%	30 15%	8 7%	9 12%	4 16%	46 14%	20 9%	75 12%
If there was active support for both your business and the ex-offender to ensure they were well-supported during the transition from prison into the community	137 11%	4 12%	12 11%	10 11%	7 7%	17 21% ^{dh}	4 10%	15 12%	15 7%	28 15%	13 11%	9 12%	3 12%	38 12%	28 13%	71 11%
If your business were seen as a socially responsible employer by joining a 'Second Chances' scheme with other businesses	113 9%	1 3%	8 7%	12 13%	14 15% ^{aa}	5 6%	3 6%	14 12%	18 8%	17 9%	12 11%	4 6%	5 17% ^{aa}	29 9%	22 10%	62 10%
If the Government allowed your business to pay for ex-offenders' training using money from the apprenticeship levy	111 9%	2 7%	9 8%	14 16%	8 8%	5 6%	4 9%	14 11%	23 10%	17 9%	7 6%	8 10%	1 3%	34 10%	16 8%	60 9%
If your business was able to work with the offender while they were in prison to prepare them for work at your business on their release	108 9%	2 6%	3 3%	4 4%	14 15% ^{bc}	8 11%	4 8%	10 9%	30 13% ^b	14 7%	11 10%	6 8%	2 6%	17 5%	26 12% ^m	65 10% ^m
Government initiative to include convictions as a part of 'blind recruitment' (removing identification details from candidates' CV of applications) in the early stages of recruitment, except for sensitive roles	107 9%	3 10% ^{ce}	8 7%	9 10%	5 5%	2 2%	2 4%	7 6%	40 18% ^{defgi}	14 7%	9 8%	8 11% ^{ea}	1 5%	29 9% ⁿ	8 4%	70 11% ⁿ
Other	6 *	-	3 2%	-	-	2 3% ^h	-	-	-	1 *	-	-	-	3 1%	2 1%	1 *
Not applicable - initiatives would make no/little difference	390 32%	13 44% ^{ch}	42 38% ^h	21 24%	34 36%	30 39% ^h	19 44% ^{ch}	39 33%	52 23%	57 29%	45 40% ^{ch}	27 37%	9 33%	113 34%	84 39% ^o	193 30%
Don't know	87 7%	2 5%	13 11%	4 4%	4 4%	3 4%	4 8%	8 7%	22 10%	16 8%	7 7%	3 4%	3 9%	23 7%	10 5%	54 8%

Proportions/Mean: Columns Tested (5% risk level) - a/b/c/d/e/f/g/h/i/j/k/l - m/n/o
 * small base

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Table 2

Q.2 1st choice - What type of initiatives, if any, would most likely encourage you to employ people leaving prison or those with previous criminal convictions?

Base:All respondents

	TOTAL	BROAD INDUSTRY			
		MANU- FACTURING (a)	CONS- TRUCTION (b)	RETAIL (c)	SERVICES (d)
Unweighted base	1200	191	137	285	587
Weighted base	1200	96	212*	187	705
If the Government offered a National Insurance Contribution tax break on ex-offenders' salary costs, worth up to £1,400 per year	141 12%	19 19% d	30 14%	27 15%	65 9%
If there was active support for both your business and the ex-offender to ensure they were well-supported during the transition from prison into the community	137 11%	15 15%	24 11%	23 12%	75 11%
If your business were seen as a socially responsible employer by joining a 'Second Chances' scheme with other businesses	113 9%	14 14% d	20 9%	25 14% d	54 8%
If the Government allowed your business to pay for ex-offenders' training using money from the apprenticeship levy	111 9%	8 8%	18 8%	22 12%	63 9%
If your business was able to work with the offender while they were in prison to prepare them for work at your business on their release	108 9%	5 5%	30 14% a	17 9%	56 8%
Government initiative to include convictions as a part of 'blind recruitment' (removing identification details from candidates' CV of applications) in the early stages of recruitment, except for sensitive roles	107 9%	11 11%	22 10%	18 10%	57 8%
Other	6 *	* *	2 1%	- -	3 *
Not applicable - initiatives would make no/little difference	390 32%	20 21%	55 26%	36 19%	279 40% abc
Don't know	87 7%	5 5%	12 6%	18 10%	52 7%

Proportions/Mean: Columns Tested (5% risk level) - a/b/c/d
 * small base



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Absolutes/col percents

Table 2

Q.2 1st choice - What type of initiatives, if any, would most likely encourage you to employ people leaving prison or those with previous criminal convictions?

Base:All respondents

	TOTAL	BUSINESS SECTOR									
		MANU-FACTURING (a)	CONS-TRUCTION (b)	WHOLESALE (c)	RETAIL (d)	TRANSPORT (e)	COMMS (f)	HOSP-ITALITY & LEISURE (g)	FIN/PROP/BUS SERVICES (h)	EDUC/HEALTH/PUBLIC (i)	ARTS/LEISURE/OTHER (j)
Unweighted base	1200	191	137	44	111	89	41	33	123	170	261
Weighted base	1200	96	212*	30**	79*	50*	28**	55**	132*	170	348
If the Government offered a National Insurance Contribution tax break on ex-offenders' salary costs, worth up to £1,400 per year	141 12%	19 19% ^{ej}	30 14% ^l	4 14%	15 19% ^{lj}	3 7%	5 16%	5 8%	18 14%	10 6%	32 9%
If there was active support for both your business and the ex-offender to ensure they were well-supported during the transition from prison into the community	137 11%	15 15%	24 11%	6 21%	7 9%	7 14%	2 7%	- -	17 13%	18 11%	40 12%
If your business were seen as a socially responsible employer by joining a 'Second Chances' scheme with other businesses	113 9%	14 14% ^{hj}	20 9%	3 9%	9 12%	6 12%	8 27%	5 10%	8 6%	16 9%	25 7%
If the Government allowed your business to pay for ex-offenders' training using money from the apprenticeship levy	111 9%	8 8%	18 8%	2 5%	8 10%	7 15%	5 16%	9 17%	16 12%	19 11%	19 6%
If your business was able to work with the offender while they were in prison to prepare them for work at your business on their release	108 9%	5 5%	30 14% ^{ah}	2 7%	7 9%	5 9%	3 11%	4 8%	4 3%	26 15% ^{ah}	21 6%
Government initiative to include convictions as a part of 'blind recruitment' (removing identification details from candidates' CV of applications) in the early stages of recruitment, except for sensitive roles	107 9%	11 11% ^{hi}	22 10%	3 11%	8 10%	4 8%	4 13%	6 10%	4 3%	7 4%	39 11% ^{hi}
Other	6 *	* *	2 1%	- -	- -	- -	- -	- *	1 2%	3 2%	- -
Not applicable - initiatives would make no/little difference	390 32%	20 21%	55 26%	3 12%	18 23%	13 26%	2 8%	19 35%	56 43% ^{abde}	64 37% ^{ad}	140 40% ^{abde}
Don't know	87 7%	5 5%	12 6%	6 21%	6 8%	5 10%	1 2%	7 12%	7 5%	8 5%	31 9%

Proportions/Mean: Columns Tested (5% risk level) - a/b/c/d/e/f/g/h/i/j
 * small base; ** very small base (under 30) ineligible for sig testing

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Absolutes/col percents

Table 3
Q.2 2nd choice - What type of initiatives, if any, would most likely encourage you to employ people leaving prison or those with previous criminal convictions?
Base:All respondents

TOTAL	NO.EMPLOYEES										TURNOVER													
	1-9 (a)	10-49 (b)	50-99 (c)	100-249 (d)	250-499 (e)	500-999 (f)	1000+ (g)	UP TO 49 (h)	UP TO 249 (i)	250+ (j)	LESS THAN £1M (k)	£1M-£1.9M (l)	£2M-£4.9M (m)	£5M-£9.9M (n)	£10M- £14.9M (o)	£15M- £24.9M (p)	£25M- £49.9M (q)	£50M- £99.9M (r)	£100M- £499.9M (s)	£500M+ (t)	UP TO £4.9M (u)	£5M- £24.9M (v)	£25M+ (w)	
Unweighted base	1200	245	229	138	211	119	97	161	474	823	377	250	184	191	110	111	104	71	62	67	50	625	325	250
Weighted base	1200	384	307	140*	163	72*	56*	78*	691	994	206	420	280	210	90*	65*	45*	35*	25*	20*	10*	910	200	90
If the Government offered a National Insurance Contribution tax break on ex-offenders' salary costs, worth up to £1,400 per year	145 12%	28 7%	52 17% ca	15 11%	22 13%	10 14%	8 13%	11 15% ca	79 11%	116 12%	29 14%	40 10%	44 16%	25 12%	9 10%	10 16%	5 10%	6 17%	2 7%	3 16%	1 9%	110 12%	24 12%	12 13%
If there was active support for both your business and the ex-offender to ensure they were well-supported during the transition from prison into the community	131 11%	34 9%	33 11%	22 16%	17 11%	7 10%	8 15%	9 12%	67 10%	106 11%	25 12%	37 9%	31 11%	28 13%	14 16%	7 11%	3 6%	4 13%	4 16%	2 8%	1 13%	96 11%	24 12%	11 13%
If the Government allowed your business to pay for ex-offenders' training using money from the apprenticeship levy	130 11%	36 9%	23 8%	21 15%	26 16% b	8 11%	8 15%	7 9%	59 9%	106 11%	24 12%	42 10%	32 12%	17 8%	15 17% mt	10 15% k	5 12%	3 9%	3 13%	2 10%	* 1%	91 10%	31 15% u	9 10%
If your business were seen as a socially responsible employer by joining a 'Second Chances' scheme with other businesses	111 9%	30 8% c	34 11% c	2 2%	24 15% af	11 15% cf	2 3%	8 11% c	64 9%	90 9%	21 10%	31 7%	21 7%	27 13%	7 8%	5 8%	7 17% ml	6 16% k	4 15%	3 15%	* 4%	79 9%	19 10%	13 14% u
If your business was able to work with the offender while they were in prison to prepare them for work at your business on their release	105 9%	25 6%	15 5%	22 16% ab	19 12% b	12 17% ab	6 10%	6 8%	40 6%	81 8%	24 12% h	23 5%	26 9%	22 10%	10 11%	8 13% k	6 12% k	5 13% k	3 11%	1 7%	2 17% k	70 8%	24 12% u	11 12%
Government initiative to include convictions as a part of 'blind recruitment' (removing identification details from candidates' CV of applications) in the early stages of recruitment, except for sensitive roles	97 8%	23 6%	25 8%	6 4%	22 13% ac	7 9%	8 14% c	8 11%	48 7%	75 8%	22 11%	20 5%	33 12% k	18 9%	5 6%	5 8%	6 14% k	3 9%	4 16% kn	1 6%	1 11%	71 8%	17 8%	9 11%
Other	3 *	3 1%	-	-	-	-	-	* *	3 *	3 *	* *	3 1%	-	-	-	-	-	-	* 1% lm	-	-	3 *	-	* *
Not applicable - initiatives would make no/little difference	390 32%	175 46% cdefg	109 36% deg	44 31% deg	25 15%	12 17%	12 22%	13 16%	284 41% j	353 36% j	37 18%	183 44% lmnopq	86 31% opqr	63 30% opqr	24 27%	11 16%	8 17%	5 14%	3 13%	5 23%	2 24%	332 37% vw	42 21%	15 17%
Don't know	87 7%	31 8%	16 5%	8 5%	8 5%	5 7%	5 8%	15 19% abcde	47 7%	63 6%	24 12% hi	41 10% i	7 3%	10 5%	5 6%	8 13% lm	5 12% lm	3 8% l	2 7%	3 15% lm	2 21% klmn	58 6%	19 10%	10 11% u

Proportions/Mean: Columns Tested (5% risk level) - a/b/c/d/e/f/g - h/i/j - k/l/m/n/o/p/q/r/s/t - u/v/w
 * small base



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Absolutes/col percents

Table 3

Q.2 2nd choice - What type of initiatives, if any, would most likely encourage you to employ people leaving prison or those with previous criminal convictions?

Base:All respondents

	TOTAL	REGION											BROAD REGION			
		NE (a)	NW (b)	Y&H (c)	W MIDS (d)	E MIDS (e)	WALES (f)	E ENGLAND (g)	LONDON (h)	SE (i)	SW (j)	SCOT (k)	NI (l)	NORTH (m)	MIDLANDS (n)	SOUTH (o)
Unweighted base	1200	83	100	100	100	100	84	98	145	142	100	94	54	431	284	485
Weighted base	1200	30*	112*	89*	95*	78*	44*	120*	224*	195*	112*	73*	28*	332	217	651
If the Government offered a National Insurance Contribution tax break on ex-offenders' salary costs, worth up to £1,400 per year	145 12%	1 5%	9 8%	26% ^{abcd} 23 1	6 6%	11 14%	3 7%	11 9%	30 14%	20 10%	13 12%	14 19% ^{abc}	3 10%	50 15%	20 9%	75 12%
If there was active support for both your business and the ex-offender to ensure they were well-supported during the transition from prison into the community	131 11%	4 14%	10 9%	10 11%	6 7%	5 7%	5 12%	15 12%	26 12%	24 12%	14 12%	8 11%	3 11%	36 11%	17 8%	78 12%
If the Government allowed your business to pay for ex-offenders' training using money from the apprenticeship levy	130 11%	4 12%	8 7%	10 11%	14 15%	11 15%	2 4%	14 12%	22 10%	23 12%	10 9%	7 10%	5 18% ^f	34 10%	28 13%	69 11%
If your business were seen as a socially responsible employer by joining a 'Second Chances' scheme with other businesses	111 9%	2 8%	15 13%	7 8%	10 11%	5 7%	4 9%	10 8%	26 11%	16 8%	10 9%	6 8%	1 2%	31 9%	20 9%	61 9%
If your business was able to work with the offender while they were in prison to prepare them for work at your business on their release	105 9%	1 5%	11 9%	7 8%	6 6%	5 6%	6 14%	12 10%	23 10%	21 11%	7 6%	5 7%	2 6%	26 8%	17 8%	63 10%
Government initiative to include convictions as a part of 'blind recruitment' (removing identification details from candidates' CV of applications) in the early stages of recruitment, except for sensitive roles	97 8%	2 7%	4 4%	8 9%	15 16% ^{tbl}	7 9%	1 2%	8 7%	23 10%	18 9%	6 6%	3 4%	3 11% ^f	20 6%	22 10%	55 8%
Other	3 *	-	-	-	-	-	-	3 2%	-	-	-	-	-	-	-	3 *
Not applicable - initiatives would make no/little difference	390 32%	13 44% ^{ch}	42 38% ^h	21 24%	34 36%	30 39% ^h	19 44% ^{ch}	39 33%	52 23%	57 29%	45 40% ^{ch}	27 37%	9 33%	113 34%	84 39% ^o	193 30%
Don't know	87 7%	2 5%	13 11%	4 4%	4 4%	3 4%	4 8%	8 7%	22 10%	16 8%	7 7%	3 4%	3 9%	23 7%	10 5%	54 8%

Proportions/Mean: Columns Tested (5% risk level) - a/b/c/d/e/f/g/h/i/j/k/l - m/n/o
 * small base

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Table 3

Q.2 2nd choice - What type of initiatives, if any, would most likely encourage you to employ people leaving prison or those with previous criminal convictions?

Base:All respondents

	TOTAL	BROAD INDUSTRY			
		MANU- FACTURING (a)	CONS- TRUCTION (b)	RETAIL (c)	SERVICES (d)
Unweighted base	1200	191	137	285	587
Weighted base	1200	96	212*	187	705
If the Government offered a National Insurance Contribution tax break on ex-offenders' salary costs, worth up to £1,400 per year	145 12%	14 15%	27 13%	30 16%	74 10%
If there was active support for both your business and the ex-offender to ensure they were well-supported during the transition from prison into the community	131 11%	15 15%	25 12%	18 10%	74 10%
If the Government allowed your business to pay for ex-offenders' training using money from the apprenticeship levy	130 11%	13 13% d	34 16% d	28 15% d	55 8%
If your business were seen as a socially responsible employer by joining a 'Second Chances' scheme with other businesses	111 9%	9 9%	27 13%	17 9%	59 8%
If your business was able to work with the offender while they were in prison to prepare them for work at your business on their release	105 9%	10 11%	18 9%	16 9%	60 9%
Government initiative to include convictions as a part of 'blind recruitment' (removing identification details from candidates' CV of applications) in the early stages of recruitment, except for sensitive roles	97 8%	10 11%	14 7%	23 12% d	50 7%
Other	3 *	* *	- -	- -	3 *
Not applicable - initiatives would make no/little difference	390 32%	20 21%	55 26%	36 19%	279 40% abc
Don't know	87 7%	5 5%	12 6%	18 10%	52 7%

Proportions/Mean: Columns Tested (5% risk level) - a/b/c/d
 * small base



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Absolutes/col percents

Table 3
Q.2 2nd choice - What type of initiatives, if any, would most likely encourage you to employ people leaving prison or those with previous criminal convictions?
Base:All respondents

	TOTAL	BUSINESS SECTOR									
		MANU-FACTURING (a)	CONS-TRUCTION (b)	WHOLESALE (c)	RETAIL (d)	TRANSPORT (e)	COMMS (f)	HOSP-ITALITY & LEISURE (g)	FIN/PROP/BUS SERVICES (h)	EDUC/HEALTH/PUBLIC (i)	ARTS/LEISURE/OTHER (j)
Unweighted base	1200	191	137	44	111	89	41	33	123	170	261
Weighted base	1200	96	212*	30**	79*	50*	28**	55**	132*	170	348
If the Government offered a National Insurance Contribution tax break on ex-offenders' salary costs, worth up to £1,400 per year	145 12%	14 15%h	27 13%	3 11%	8 10%	11 23%dhj	8 28%	5 9%	7 6%	21 12%	41 12%
If there was active support for both your business and the ex-offender to ensure they were well-supported during the transition from prison into the community	131 11%	15 15%	25 12%	2 6%	10 12%	4 8%	2 8%	10 17%	15 11%	19 11%	30 9%
If the Government allowed your business to pay for ex-offenders' training using money from the apprenticeship levy	130 11%	13 13%j	34 16%j	6 21%	9 11%	7 15%j	5 19%	1 3%	10 7%	22 13%	22 6%
If your business were seen as a socially responsible employer by joining a 'Second Chances' scheme with other businesses	111 9%	9 9%	27 13%	3 11%	7 9%	3 6%	3 12%	2 4%	12 9%	17 10%	27 8%
If your business was able to work with the offender while they were in prison to prepare them for work at your business on their release	105 9%	10 11%i	18 9%	3 9%	8 10%	3 6%	3 10%	6 11%	12 9%	7 4%	34 10%
Government initiative to include convictions as a part of 'blind recruitment' (removing identification details from candidates' CV of applications) in the early stages of recruitment, except for sensitive roles	97 8%	10 11%	14 7%	3 9%	14 17%bj	3 6%	4 13%	5 9%	12 9%	12 7%	21 6%
Other	3 *	* *	- -	- -	- -	- -	- -	- -	- -	- -	3 1%
Not applicable - initiatives would make no/little difference	390 32%	20 21%	55 26%	3 12%	18 23%	13 26%	2 8%	19 35%	56 43%abde	64 37%ad	140 40%abde
Don't know	87 7%	5 5%	12 6%	6 21%	6 8%	5 10%	1 2%	7 12%	7 5%	8 5%	31 9%

Proportions/Mean: Columns Tested (5% risk level) - a/b/c/d/e/f/g/h/i/j
 * small base; ** very small base (under 30) ineligible for sig testing

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Absolutes/col percents

Table 4
Q.2 3rd choice - What type of initiatives, if any, would most likely encourage you to employ people leaving prison or those with previous criminal convictions?
Base:All respondents

TOTAL	NO.EMPLOYEES										TURNOVER													
	1-9 (a)	10-49 (b)	50-99 (c)	100-249 (d)	250-499 (e)	500-999 (f)	1000+ (g)	UP TO 49 (h)	UP TO 249 (i)	250+ (j)	LESS THAN £1M (k)	£1M-£1.9M (l)	£2M-£4.9M (m)	£5M-£9.9M (n)	£10M- £14.9M (o)	£15M- £24.9M (p)	£25M- £49.9M (q)	£50M- £99.9M (r)	£100M- £499.9M (s)	£500M+ (t)	UP TO £4.9M (u)	£5M- £24.9M (v)	£25M+ (w)	
Unweighted base	1200	245	229	138	211	119	97	161	474	823	377	250	184	191	110	111	104	71	62	67	50	625	325	250
Weighted base	1200	384	307	140*	163	72*	56*	78*	691	994	206	420	280	210	90*	65*	45*	35*	25*	20*	10*	910	200	90
If your business were seen as a socially responsible employer by joining a 'Second Chances' scheme with other businesses	138 12%	39 10%	42 14%	15 11%	18 11%	10 14%	8 14%	6 8%	81 12%	114 12%	24 12%	53 13%	32 11%	19 9%	14 15%	8 12%	3 6%	2 5%	5 20%mpq	3 15%	1 5%	104 11%	24 12%	10 11%
If the Government offered a National Insurance Contribution tax break on ex-offenders' salary costs, worth up to £1,400 per year	133 11%	32 8%	25 8%	19 14%	26 16%ab	15 20%ab	5 8%	11 15%	57 8%	102 10%	31 15%h	33 8%	40 14%kt	24 11%	10 11%	8 12%	7 16%kt	5 14%	5 19%kt	1 7%	* 2%	97 11%	25 12%	11 13%
If there was active support for both your business and the ex-offender to ensure they were well-supported during the transition from prison into the community	126 11%	29 8%	40 13%	14 10%	17 11%	10 14%	5 8%	12 15%a	69 10%	100 10%	26 13%	26 6%	33 12%	27 13%k	9 10%	8 13%	9 20%ht	6 17%k	4 14%	2 12%	1 5%	87 10%	27 13%	12 14%
If the Government allowed your business to pay for ex-offenders' training using money from the apprenticeship levy	122 10%	29 8%	23 7%	12 9%	33 20%abcg	9 13%	7 13%	8 10%	52 8%	98 10%	24 12%	26 6%	35 13%	24 11%	8 9%	11 16%k	5 11%	8 22%kmnt	2 8%	2 10%	1 13%	85 9%	24 12%	13 14%
If your business was able to work with the offender while they were in prison to prepare them for work at your business on their release	102 8%	29 8%	27 9%	7 5%	24 14%ace	3 5%	5 10%	6 8%	56 8%	87 9%	15 7%	25 6%	30 11%	20 10%	9 10%	6 9%	2 5%	4 12%	3 12%	1 4%	1 15%kp	75 8%	17 8%	9 11%
Government initiative to include convictions as a part of 'blind recruitment' (removing identification details from candidates' CV of applications) in the early stages of recruitment, except for sensitive roles	101 8%	20 5%	25 8%	21 15%a	11 7%	7 10%	10 18%abd	7 9%	45 7%	77 8%	25 12%h	32 8%	16 6%	23 11%	11 12%	4 7%	6 13%	3 8%	2 7%	3 13%	1 15%k	72 8%	21 11%	9 10%
Other	1 *	-	-	-	1 *	-	-	-	-	1 *	-	-	-	-	1 1%	-	-	-	-	-	-	-	1 *	-
Not applicable - initiatives would make no/little difference	390 32%	175 46%cddefg	109 36%deg	44 31%deg	25 15%	12 17%	12 22%	13 16%	284 41%j	353 36%j	37 18%	183 44%lmnopq rst	86 31%opqr	63 30%opqr	24 27%	11 16%	8 17%	5 14%	3 13%	5 23%	2 24%	332 37%vw	42 21%	15 17%
Don't know	87 7%	31 8%	16 5%	8 5%	8 5%	5 7%	5 8%	15 19%abcde	47 7%	63 6%	24 12%hi	41 10%l	7 3%	10 5%	5 6%	8 13%lm	5 12%lm	3 8%l	2 7%	3 15%lm	2 21%klmn	58 6%	19 10%	10 11%u

Proportions/Means: Columns Tested (5% risk level) - a/b/c/d/e/f/g - h/i/j - k/l/m/n/o/p/q/r/s/t - u/v/w
 * small base



BUSINESS OPINION OMNIBUS - MARCH 2019 -
Offenders Employment
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Absolutes/col percents

Table 4
Q.2 3rd choice - What type of initiatives, if any, would most likely encourage you to employ people leaving prison or those with previous criminal convictions?
Base:All respondents

	TOTAL	REGION											BROAD REGION			
		NE (a)	NW (b)	Y&H (c)	W MIDS (d)	E MIDS (e)	WALES (f)	E ENGLAND (g)	LONDON (h)	SE (i)	SW (j)	SCOT (k)	NI (l)	NORTH (m)	MIDLANDS (n)	SOUTH (o)
Unweighted base	1200	83	100	100	100	100	84	98	145	142	100	94	54	431	284	485
Weighted base	1200	30*	112*	89*	95*	78*	44*	120*	224*	195*	112*	73*	28*	332	217	651
If your business were seen as a socially responsible employer by joining a 'Second Chances' scheme with other businesses	138 12%	3 10%	13 11%	14 16%cd	5 6%	8 10%	5 11%	14 12%	26 12%	31 16%cd	9 8%	7 10%	2 6%	39 12%	18 8%	81 12%
If the Government offered a National Insurance Contribution tax break on ex-offenders' salary costs, worth up to £1,400 per year	133 11%	3 11%	13 11%	8 8%	14 15%h	10 13%	4 8%	16 13%	14 6%	29 15%	10 9%	10 14%	4 13%	37 11%	28 13%	68 10%
If there was active support for both your business and the ex-offender to ensure they were well-supported during the transition from prison into the community	126 11%	2 7%	9 8%	12 13%	12 12%	5 6%	4 9%	9 8%	38 17%i	11 5%	8 7%	12 16%j	5 20%ei	39 12%	21 10%	66 10%
If the Government allowed your business to pay for ex-offenders' training using money from the apprenticeship levy	122 10%	2 7%	11 10%	7 8%	14 14%	11 14%	4 9%	13 11%	22 10%	16 8%	13 12%	8 10%	1 2%	29 9%	28 13%	65 10%
If your business was able to work with the offender while they were in prison to prepare them for work at your business on their release	102 8%	2 7%	4 3%	12 13%b	4 4%	3 4%	3 7%	7 6%	19 9%	29 15%bdek	13 12%	3 4%	2 7%	22 7%	10 5%	69 11%n
Government initiative to include convictions as a part of 'blind recruitment' (removing identification details from candidates' CV of applications) in the early stages of recruitment, except for sensitive roles	101 8%	3 9%	9 8%	11 13%i	8 8%	8 10%	2 4%	13 11%k	31 14%l	5 3%	6 6%	4 6%	3 10%l	30 9%	17 8%	55 8%
Other	1 *	-	-	-	-	-	-	-	-	1 *	-	-	-	-	-	1 *
Not applicable - initiatives would make no/little difference	390 32%	13 44%ch	42 38%h	21 24%	34 36%	30 39%h	19 44%ch	39 33%	52 23%	57 29%	45 40%ch	27 37%	9 33%	113 34%	84 39%o	193 30%
Don't know	87 7%	2 5%	13 11%	4 4%	4 4%	3 4%	4 8%	8 7%	22 10%	16 8%	7 7%	3 4%	3 9%	23 7%	10 5%	54 8%

Proportions/Mean: Columns Tested (5% risk level) - a/b/c/d/e/f/g/h/i/j/k/l - m/n/o
 * small base

BUSINESS OPINION OMNIBUS - MARCH 2019 -
Offenders Employment
Fieldwork dates: 1st to 15th March 2019



Table 4
Q.2 3rd choice - What type of initiatives, if any, would most likely encourage you to employ people leaving prison or those with previous criminal convictions?
Base:All respondents

	TOTAL	BROAD INDUSTRY			
		MANU- FACTURING (a)	CONS- TRUCTION (b)	RETAIL (c)	SERVICES (d)
Unweighted base	1200	191	137	285	587
Weighted base	1200	96	212*	187	705
If your business were seen as a socially responsible employer by joining a 'Second Chances' scheme with other businesses	138 12%	11 12%	20 9%	37 20% bd	69 10%
If the Government offered a National Insurance Contribution tax break on ex-offenders' salary costs, worth up to £1,400 per year	133 11%	11 12%	33 16%	16 9%	72 10%
If there was active support for both your business and the ex-offender to ensure they were well-supported during the transition from prison into the community	126 11%	13 13%	23 11%	27 14% cd	64 9%
If the Government allowed your business to pay for ex-offenders' training using money from the apprenticeship levy	122 10%	18 19% cd	26 12%	16 8%	62 9%
If your business was able to work with the offender while they were in prison to prepare them for work at your business on their release	102 8%	8 8%	26 12%	19 10%	49 7%
Government initiative to include convictions as a part of 'blind recruitment' (removing identification details from candidates' CV of applications) in the early stages of recruitment, except for sensitive roles	101 8%	10 11%	16 8%	17 9%	58 8%
Other	1 *	-	-	1 *	-
Not applicable - initiatives would make no/little difference	390 32%	20 21%	55 26%	36 19%	279 40% abc
Don't know	87 7%	5 5%	12 6%	18 10%	52 7%

Proportions/Mean: Columns Tested (5% risk level) - a/b/c/d
 * small base

BUSINESS OPINION OMNIBUS - MARCH 2019 -
Offenders Employment
Fieldwork dates: 1st to 15th March 2019

Absolutes/col percents

Table 4

Q.2 3rd choice - What type of initiatives, if any, would most likely encourage you to employ people leaving prison or those with previous criminal convictions?

Base:All respondents

	TOTAL	BUSINESS SECTOR									
		MANU- FACTURING (a)	CONS- TRUCTION (b)	WHOLESALE (c)	RETAIL (d)	TRANSPORT (e)	COMMS (f)	HOSP- ITALITY & LEISURE (g)	FIN/PROP/ BUS SERVICES (h)	EDUC/ HEALTH/ PUBLIC (i)	ARTS/ LEISURE/ OTHER (j)
Unweighted base	1200	191	137	44	111	89	41	33	123	170	261
Weighted base	1200	96	212*	30**	79*	50*	28**	55**	132*	170	348
If your business were seen as a socially responsible employer by joining a 'Second Chances' scheme with other businesses	138 12%	11 12%	20 9%	6 19%	16 20%bhij	11 21%bhij	5 18%	13 23%	12 9%	13 8%	32 9%
If the Government offered a National Insurance Contribution tax break on ex-offenders' salary costs, worth up to £1,400 per year	133 11%	11 12%	33 16%	2 8%	7 9%	5 10%	2 6%	4 8%	11 8%	20 12%	36 10%
If there was active support for both your business and the ex-offender to ensure they were well-supported during the transition from prison into the community	126 11%	13 13%	23 11%	2 8%	12 16%	5 10%	7 26%	4 7%	10 8%	16 9%	34 10%
If the Government allowed your business to pay for ex-offenders' training using money from the apprenticeship levy	122 10%	18 19%dehij	26 12%	4 12%	5 7%	3 5%	4 14%	6 10%	7 5%	14 8%	35 10%
If your business was able to work with the offender while they were in prison to prepare them for work at your business on their release	102 8%	8 8%	26 12%	2 8%	8 11%	4 7%	4 16%	3 5%	11 8%	12 7%	23 7%
Government initiative to include convictions as a part of 'blind recruitment' (removing identification details from candidates' CV of applications) in the early stages of recruitment, except for sensitive roles	101 8%	10 11%j	16 8%	3 11%	5 6%	5 11%	3 12%	-	18 14%j	23 14%j	17 5%
Other	1 *	-	-	-	1 1%	-	-	-	-	-	-
Not applicable - initiatives would make no/little difference	390 32%	20 21%	55 26%	3 12%	18 23%	13 26%	2 8%	19 35%	56 43%abde	64 37%ad	140 40%abde
Don't know	87 7%	5 5%	12 6%	6 21%	6 8%	5 10%	1 2%	7 12%	7 5%	8 5%	31 9%

Proportions/Mean: Columns Tested (5% risk level) - a/b/c/d/e/f/g/h/i/j
 * small base; ** very small base (under 30) ineligible for sig testing

BUSINESS OPINION OMNIBUS - MARCH 2019 -
Offenders Employment
Fieldwork dates: 1st to 15th March 2019



Absolutes/col percents

Table 5

Q.2 Any mention - What type of initiatives, if any, would most likely encourage you to employ people leaving prison or those with previous criminal convictions?

Base:All respondents

TOTAL	NO.EMPLOYEES										TURNOVER													
	1-9 (a)	10-49 (b)	50-99 (c)	100-249 (d)	250-499 (e)	500-999 (f)	1000+ (g)	UP TO 49 (h)	UP TO 249 (i)	250+ (j)	LESS THAN £1M (k)	£1M-£1.9M (l)	£2M-£4.9M (m)	£5M-£9.9M (n)	£10M- £14.9M (o)	£15M- £24.9M (p)	£25M- £49.9M (q)	£50M- £99.9M (r)	£100M- £499.9M (s)	£500M+ (t)	UP TO £4.9M (u)	£5M- £24.9M (v)	£25M+ (w)	
Unweighted base	1200	245	229	138	211	119	97	161	474	823	377	250	184	191	110	111	104	71	62	67	50	625	325	250
Weighted base	1200	384	307	140*	163	72*	56*	78*	691	994	206	420	280	210	90*	65*	45*	35*	25*	20*	10*	910	200	90
If the Government offered a National Insurance Contribution tax break on ex-offenders' salary costs, worth up to £1,400 per year	419	97	114	46	76	33	23	30	211	333	86	105	126	78	31	25	19	17	9	7	2	309	75	35
	35%	25%	37% ca	33%	47% ac	46% ca	41% ca	39% ca	31%	33%	42% hi	25%	45% kt	37% kt	34% kt	39% kt	41% kt	50% kt	38% kt	35%	16%	34%	37%	39%
If there was active support for both your business and the ex-offender to ensure they were well-supported during the transition from prison into the community	394	99	110	49	60	31	16	29	209	318	76	99	99	79	34	25	20	18	10	7	4	277	79	38
	33%	26%	36% ca	35%	37% ca	44% ca	29%	37%	30%	32%	37%	24%	35% k	37% k	38% k	38% k	46% k	51% kl	38% k	33%	37%	30%	40% u	42% u
If the Government allowed your business to pay for ex-offenders' training using money from the apprenticeship levy	363	97	77	45	75	28	21	21	174	293	69	107	79	71	32	27	15	17	8	6	2	256	74	33
	30%	25%	25%	32%	46% abcg	39% ab	37%	27%	25%	29%	34% hi	25%	28%	34%	35%	41% kt	34%	47% kt	32%	30%	19%	28%	37% u	36% u
If your business were seen as a socially responsible employer by joining a 'Second Chances' scheme with other businesses	362	86	97	40	64	27	20	27	183	288	74	102	93	64	33	20	14	13	15	8	2	258	66	38
	30%	22%	32%	29%	39% a	38% a	36%	35% a	27%	29%	36% hi	24%	33%	30%	36% k	31%	31%	37%	59% lmnop	39% qst	22%	28%	33%	42% u
If your business was able to work with the offender while they were in prison to prepare them for work at your business on their release	314	84	66	46	59	23	15	21	150	255	60	89	87	54	26	24	10	10	8	3	4	229	60	25
	26%	22%	22%	33% ca	36% ab	33%	27%	27%	22%	26%	29% hi	21%	31% k	26%	29%	36% kd	23%	27%	33%	17%	36% ks	25%	30%	27%
Government initiative to include convictions as a part of 'blind recruitment' (removing identification details from candidates' CV of applications) in the early stages of recruitment, except for sensitive roles	306	66	79	39	55	22	23	23	145	238	68	76	78	66	25	18	16	7	9	6	4	220	59	26
	25%	17%	26%	28% ca	34% ca	30% ca	41% ab	29% ca	21%	24%	33% hi	18%	28% k	31% k	28%	27%	36% k	21%	38% k	30% k	36% k	24%	30%	29%
Other	9	4	3	*	1	-	-	*	7	9	*	7	-	-	*	1	1	-	*	-	-	7	2	*
	1%	1%	1%	*	1%	-	-	*	1%	1%	*	2%	-	-	*	1%	1% lm	-	1% lm	-	-	1%	1%	*
Not applicable - initiatives would make no/little difference	390	175	109	44	25	12	12	13	284	353	37	183	86	63	24	11	8	5	3	5	2	332	42	15
	32%	46% cdefg	36% deg	31% deg	15%	17%	22%	16%	41% j	36% j	18%	44% lmnopq	31% opqr	30% opqr	27%	16%	17%	14%	13%	23%	24%	37% vw	21%	17%
Don't know	87	31	16	8	8	5	5	15	47	63	24	41	7	10	5	8	5	3	2	3	2	58	19	10
	7%	8%	5%	5%	5%	7%	8%	19% abcde	7%	6%	12% hi	10% i	3%	5%	6%	13% ilm	12% ilm	8% i	7%	15% ilm	21% klmn	6%	10%	11% u

Proportions/Mean: Columns Tested (5% risk level) - a/b/c/d/e/f/g - h/i/j - k/l/m/n/o/p/q/r/s/t - u/v/w
 * small base



BUSINESS OPINION OMNIBUS - MARCH 2019 -
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Absolutes/col percents

Table 5

Q.2 Any mention - What type of initiatives, if any, would most likely encourage you to employ people leaving prison or those with previous criminal convictions?

Base:All respondents

	TOTAL	REGION											BROAD REGION			
		NE (a)	NW (b)	Y&H (c)	W MIDS (d)	E MIDS (e)	WALES (f)	E ENGLAND (g)	LONDON (h)	SE (i)	SW (j)	SCOT (k)	NI (l)	NORTH (m)	MIDLANDS (n)	SOUTH (o)
Unweighted base	1200	83	100	100	100	100	84	98	145	142	100	94	54	431	284	485
Weighted base	1200	30*	112*	89*	95*	78*	44*	120*	224*	195*	112*	73*	28*	332	217	651
If the Government offered a National Insurance Contribution tax break on ex-offenders' salary costs, worth up to £1,400 per year	419 35%	8 28%	36 32%	46 51% abdefghj	30 31%	27 35%	11 26%	40 33%	68 30%	79 40%	31 28%	33 45% afj	11 39%	133 40%	68 31%	218 34%
If there was active support for both your business and the ex-offender to ensure they were well-supported during the transition from prison into the community	394 33%	10 33%	31 28%	32 35%	25 26%	27 35%	14 32%	39 32%	79 35%	63 32%	34 30%	29 40%	12 42%	113 34%	66 31%	214 33%
If the Government allowed your business to pay for ex-offenders' training using money from the apprenticeship levy	363 30%	8 27%	28 25%	31 35%	36 37%	27 35%	10 22%	41 34%	66 30%	56 29%	29 26%	22 31%	7 24%	97 29%	72 33%	194 30%
If your business were seen as a socially responsible employer by joining a 'Second Chances' scheme with other businesses	362 30%	7 22%	35 31%	33 37%	30 32%	18 23%	11 26%	38 32%	70 31%	64 33%	31 28%	17 24%	7 24%	99 30%	59 27%	204 31%
If your business was able to work with the offender while they were in prison to prepare them for work at your business on their release	314 26%	5 18%	18 16%	23 26%	24 25%	16 21%	13 28%	29 25%	72 32% b	64 33% ab	31 28%	14 19%	5 19%	65 20%	53 24%	197 30% m
Government initiative to include convictions as a part of 'blind recruitment' (removing identification details from candidates' CV of applications) in the early stages of recruitment, except for sensitive roles	306 25%	8 26% f	21 18%	28 31% f	27 28% f	16 21%	4 10%	28 23%	94 42% abefgij	37 19%	21 19%	15 21%	7 25% f	78 24%	48 22%	180 28%
Other	9 1%	-	3 2%	-	-	2 3% h	-	3 2%	-	1 1%	-	-	-	3 1%	2 1%	4 1%
Not applicable - initiatives would make no/little difference	390 32%	13 44% ch	42 38% h	21 24%	34 36%	30 39% h	19 44% chi	39 33%	52 23%	57 29%	45 40% ch	27 37%	9 33%	113 34%	84 39% o	193 30%
Don't know	87 7%	2 5%	13 11%	4 4%	4 4%	3 4%	4 8%	8 7%	22 10%	16 8%	7 7%	3 4%	3 9%	23 7%	10 5%	54 8%

Proportions/Mean: Columns Tested (5% risk level) - a/b/c/d/e/f/g/h/i/j/k/l - m/n/o
 * small base

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Table 5

Q.2 Any mention - What type of initiatives, if any, would most likely encourage you to employ people leaving prison or those with previous criminal convictions?

Base:All respondents

	TOTAL	BROAD INDUSTRY			
		MANU- FACTURING (a)	CONS- TRUCTION (b)	RETAIL (c)	SERVICES (d)
Unweighted base	1200	191	137	285	587
Weighted base	1200	96	212*	187	705
If the Government offered a National Insurance Contribution tax break on ex-offenders' salary costs, worth up to £1,400 per year	419 35%	44 46%d	91 43%d	74 39%d	211 30%
If there was active support for both your business and the ex-offender to ensure they were well-supported during the transition from prison into the community	394 33%	42 44%	72 34%	68 36%	212 30%
If the Government allowed your business to pay for ex-offenders' training using money from the apprenticeship levy	363 30%	39 40%d	78 37%d	66 35%d	180 26%
If your business were seen as a socially responsible employer by joining a 'Second Chances' scheme with other businesses	362 30%	34 35%d	67 31%	80 43%d	182 26%
If your business was able to work with the offender while they were in prison to prepare them for work at your business on their release	314 26%	23 24%	74 35%d	52 28%	165 23%
Government initiative to include convictions as a part of 'blind recruitment' (removing identification details from candidates' CV of applications) in the early stages of recruitment, except for sensitive roles	306 25%	31 32%	52 25%	58 31%d	165 23%
Other	9 1%	1 1%	2 1%	1 *	6 1%
Not applicable - initiatives would make no/little difference	390 32%	20 21%	55 26%	36 19%	279 40%abc
Don't know	87 7%	5 5%	12 6%	18 10%	52 7%

Proportions/Mean: Columns Tested (5% risk level) - a/b/c/d
 * small base



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Absolutes/col percents

Table 5

Q.2 Any mention - What type of initiatives, if any, would most likely encourage you to employ people leaving prison or those with previous criminal convictions?

Base:All respondents

	TOTAL	BUSINESS SECTOR									
		MANU-FACTURING (a)	CONS-TRUCTION (b)	WHOLESALE (c)	RETAIL (d)	TRANSPORT (e)	COMMS (f)	HOSP-ITALITY & LEISURE (g)	FIN/PROP/BUS SERVICES (h)	EDUC/HEALTH/PUBLIC (i)	ARTS/LEISURE/OTHER (j)
Unweighted base	1200	191	137	44	111	89	41	33	123	170	261
Weighted base	1200	96	212*	30**	79*	50*	28**	55**	132*	170	348
If the Government offered a National Insurance Contribution tax break on ex-offenders' salary costs, worth up to £1,400 per year	419 35%	44 46%hj	91 43%h	10 33%	30 38%	20 40%	14 50%	14 25%	37 28%	50 30%	110 31%
If there was active support for both your business and the ex-offender to ensure they were well-supported during the transition from prison into the community	394 33%	42 44%j	72 34%	11 36%	30 37%	16 33%	12 41%	13 24%	42 32%	53 31%	104 30%
If the Government allowed your business to pay for ex-offenders' training using money from the apprenticeship levy	363 30%	39 40%h	78 37%j	12 39%	23 29%	17 35%j	14 49%	16 30%	33 25%	55 32%	77 22%
If your business were seen as a socially responsible employer by joining a 'Second Chances' scheme with other businesses	362 30%	34 35%j	67 31%	12 39%	32 41%hj	20 40%	16 56%	20 37%	32 25%	46 27%	84 24%
If your business was able to work with the offender while they were in prison to prepare them for work at your business on their release	314 26%	23 24%	74 35%hj	7 24%	23 29%	11 22%	11 37%	13 24%	28 21%	45 27%	79 23%
Government initiative to include convictions as a part of 'blind recruitment' (removing identification details from candidates' CV of applications) in the early stages of recruitment, except for sensitive roles	306 25%	31 33%j	52 25%	9 31%	26 33%	12 25%	11 38%	11 19%	34 26%	42 25%	77 22%
Other	9 1%	1 1%	2 1%	-	1 1%	-	-	-	1 *	3 2%	3 1%
Not applicable - initiatives would make no/little difference	390 32%	20 21%	55 26%	3 12%	18 23%	13 26%	2 8%	19 35%	56 43%abde	64 37%ad	140 40%abde
Don't know	87 7%	5 5%	12 6%	6 21%	6 8%	5 10%	1 2%	7 12%	7 5%	8 5%	31 9%

Proportions/Mean: Columns Tested (5% risk level) - a/b/c/d/e/f/g/h/i/j
 * small base; ** very small base (under 30) ineligible for sig testing