**Second Chances Charter**

**Easy Read**

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| Explanations |
|  | People with convictions includes people who have been to prison, people on probation and/or people who have been charged with a crime. |
| About the Second Chances Charter |
|  | We know that people with convictions have lots of valuable skills and want to work but they often get treated badly by organisations when trying to get a job. |
|  | We have created the Second Chances Charter to help to reduce the problems people face in getting work and to change the bad ideas organisations have about giving a job to someone with convictions.  |
|  | The Second Chances Charter is an agreement that organisations sign to help to reduce the problems that people face when trying to get work when they have convictions.  |
| What does the Second Chances Charter say? |
|  | The Second Chances Charter says 5 things that organisations need to do: |
|  | * Make jobs more accessible with guaranteed interviews and entry-level jobs.
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|  | * Help people gain experience by giving work experience. For those in a job mentors, trainers and support should be provided.

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|  | * Give practical support to the people who start working with them. This could be with a bus pass or flexible working hours.
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|  | * Think about banning the box on application forms
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|  | * Put Second Chances Charter on job adverts
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| What help we can give  |
|  | Help is available on the website under the [‘support for jobseeker’ section’](https://www.westmidlands-pcc.gov.uk/second-chances-charter/for-jobseekers/), for example with housing, mental health support |