

Forces Employment Charity – Fair Chance Partnership Pledge

The Forces Employment Charity is proud to sign the Fair Chance Business Alliance Pledge, reinforcing our long-standing commitment to supporting individuals, particularly those from the Armed Forces community, who face barriers to employment, including people with criminal records.

Through our NOVA Justice Services network, we see firsthand the talent, resilience, and potential that individuals can bring when given a fair opportunity. This pledge reflects our dedication to building inclusive pathways into meaningful, sustainable employment.

Our Commitment

As a Fair Chance employer and partner organisation, we pledge to:

1. Focus on Skills, Not Past Convictions

We will continue to assess candidates based on their abilities, qualifications, and potential, recognising that a person's future matters more than their past. Our recruitment practices already fully comply with relevant legislation and good-practice guidance, and we will ensure they remain fair, consistent, and inclusive.

2. Enable confident and constructive disclosures

Where appropriate and in line with regulatory requirements, we will delay asking for criminal record information until later in the recruitment process. This ensures that all candidates can demonstrate their skills, experience, and suitability for a role before any discussion of past convictions.

3. Ensure Fair, Transparent, and Supportive Recruitment

We commit to:

- Providing applicants with the chance to discuss their criminal record in person, at the appropriate stage, ensuring context and rehabilitation are understood.
- Making our recruitment policies clear, accessible, and easy to navigate.
- Maintaining transparent decision-making processes that prioritise fairness and proportionality.

4. Promote Reintegration and Long-Term Success

As the UK's leading provider of employment and justice services to the Armed Forces community, we will continue to support individuals, especially veterans and service leavers, with conviction histories or contact with the criminal justice system. This includes:

- Tailored employability support
- Access to mentoring, training, and wraparound services
- Guidance to help individuals sustain employment and progress in their careers

5. Train and Equip Our Teams

We will ensure that our staff involved in recruitment, case management, and employer engagement are trained in fair-chance principles, enabling them to make informed, inclusive, and legally compliant decisions.

6. Champion Fair Opportunity Across the Employment Landscape

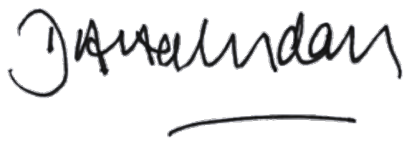
As a trusted partner to employers nationwide, we will actively promote Fair Chance employment practices within the organisations we work with, helping them understand the benefits of inclusive recruitment and supporting them to remove unnecessary barriers.

Our Belief

We believe that everyone deserves the opportunity to rebuild, contribute, and thrive. By signing this pledge, the Forces Employment Charity reaffirms its commitment to creating fairer, more inclusive pathways into employment, thereby strengthening its mission to support the Armed Forces community and those who have faced disadvantage.

Governance Statement

By signing this document, the Forces Employment Charity confirms our commitment and understands the responsibilities in supporting Fair Chance hiring practices, ensuring compliance with the Fair Chance Business Alliance Standards, and upholding organisational governance, transparency, and accountability.



Alistair Halliday
Forces Employment Charity
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