

Reference: FOI.ICB-2526/108

Subject: Employment Statistics for Individuals with Criminal Convictions

I can confirm that the ICB does hold some of the information requested; please see responses below:

QUESTION	RESPONSE
<p>I am researching the impact of criminal records on employability.</p> <p>I would like to request the following data from your organisation under the Freedom of Information Act:</p> <ol style="list-style-type: none"> 1. How many people with criminal convictions did your organisation hire for the period of January 1st 2020 - December 31st 2024? Please provide a breakdown by year. 2. Of those who were hired, what criminal offences were disclosed? 3. How many people with criminal convictions did your organisation reject for employment for the period of January 1st 2020 - December 31st 2024? Please provide a breakdown by year. 4. Of those who were rejected, what criminal offences were disclosed? 	<ol style="list-style-type: none"> 1. The ICB has not employed any individuals with a criminal conviction for the period 1st January 2020 through to 31st December 2024. 2. Not applicable 3. 2023: 5 applications not shortlisted 2024:10 applications not shortlisted Please note: the 15 applications above were not shortlisted for interview as they did not meet the requirements for the role. Recruiting managers do not have access to disclosures regarding criminal convictions as part of the shortlisting process, therefore, this would not have been the reason those individuals were not interviewed. 4. Information not requested on application

The information provided in this response is accurate as of 23 July 2025 and has been approved for release by Jo Hicks, Chief People Officer for NHS Bristol, North Somerset and South Gloucestershire ICB.