There is a growing number of businesses who are inclusive in their recruitment and could be an option for people with convictions.

Please note: The organisations listed below are examples of employers who have publicly demonstrated support for inclusive recruitment, participated in community justice activity, attended Positive Pathways events, engaged with Recruit With Conviction activity, or have been identified by partners as organisations which may consider applications from people with convictions.

This is not an exhaustive list, and inclusion does not guarantee employment opportunities. Information was accurate at the time of publication.

Public Sector, Government and Emergency Services

Civil Service Civil Service roles are available from a range of government offices and public service locations across Ayrshire. The Civil Service employs people across a wide range of government professions including administration, policy, finance, digital and operational services. It states that having a criminal conviction is not a barrier to employment and many departments operate ‘Ban the Box’.
NHS Ayrshire and Arran NHS Ayrshire and Arran is one of the region’s largest employers, offering careers in healthcare, administration, estates, facilities management and support services across Ayrshire. They have attended CJAP Positive Pathways events within HMP Kilmarnock.
East Ayrshire Council East Ayrshire Council employs staff across social care, education, housing, environmental services, administration and community services, and is a Recruit with Conviction Ambassador supporting fair and inclusive recruitment practices.
North Ayrshire Council North Ayrshire Council provides opportunities across local government services including education, social care, housing, employability and environmental services and is a Recruit with Conviction Ambassador supporting inclusive recruitment.
South Ayrshire Council South Ayrshire Council employs people across education, social work, housing, roads, community services and administration and is a Recruit with Conviction Ambassador supporting fair access to employment.
Scottish Fire and Rescue Service Scottish Fire and Rescue Service employs firefighters alongside staff in administration, community safety, training, logistics and support services, and has worked with partners to develop more inclusive recruitment approaches for applicants with convictions.

Construction, Civil Engineering & Built Environment

Balfour Beatty Balfour Beatty is an international infrastructure and construction company delivering roads, rail, power and major building projects. The company has publicly supported the employment of people with convictions and has organised prison careers fairs to help individuals access construction careers.
Glennon Brothers Glennon Brothers is one of the UK and Ireland's leading timber processors, supplying products to the construction and manufacturing sectors. The company has also participated in CJAP Positive Pathways events within HMP Kilmarnock. They have a plant in Troon.
Kier Group Kier Group is a major UK construction, infrastructure and highways contractor offering roles across construction trades, engineering, project management and support services. Through its Making Ground programme, the company supports people with lived experience of the criminal justice system into employment.
QTS Group QTS Group is a rail infrastructure contractor providing engineering, training and maintenance services across the UK rail network. Through QTS Training, the company has supported prison-based training and rehabilitation activity, including delivery within HMP Kilmarnock.
Robertson Group Robertson Group is one of Scotland's largest construction, infrastructure and facilities management companies, offering roles across construction trades, professional services and facilities management. The organisation has delivered prison employability programmes and participated in CJAP Positive Pathways events within HMP Kilmarnock.
Skanska UK Skanska UK delivers major construction, infrastructure and civil engineering projects across the UK. The company has publicly supported the recruitment of people with convictions as part of its social mobility and inclusion commitments.
The Chevron Group The Chevron Group delivers traffic management, highways maintenance and infrastructure services across the UK. The company works with prison and training partners to create employment pathways into the highways sector for people with convictions.
Wills Brothers Wills Brothers is a civil engineering and infrastructure contractor delivering roads, marine and public realm projects across Scotland and Ireland. The company has participated in CJAP Positive Pathways events within HMP Kilmarnock.

Transport, Infrastructure & Logistics

Amey Amey provides infrastructure, transport, engineering and facilities management services across the UK. Through its Unlocking Future Connections programme, the company supports people leaving custody into employment and career pathways.
DHL Supply Chain DHL Supply Chain provides warehousing, logistics and transport services across the UK. The organisation supports serving prisoners and prison leavers through prison-based training and employment opportunities on release.
Enterprise Mobility Enterprise Mobility provides vehicle rental, fleet management and transport solutions across the UK, including locations in Ayrshire. The organisation promotes equality of opportunity and inclusive recruitment practices.
Network Rail Network Rail manages and maintains Britain's railway infrastructure and offers opportunities in engineering, maintenance, operations and project delivery. The organisation works with prisons and training providers to help people with convictions build rail-sector skills and access employment.

Retail & Consumer Goods

Boots Boots is one of the UK's largest pharmacy and health and beauty retailers, employing staff in retail, healthcare, logistics and support roles. The company was a founding member of 'Ban the Box' – a campaign to remove prejudice from job applications. There are multiple Boots stores across Ayrshire.
Co-op Co-op operates food retail, insurance, funeral care and legal services across Scotland and offers opportunities in customer service, logistics and business support roles. The organisation has publicly supported employment opportunities for people with convictions. Co-op has multiple locations across Ayrshire.
Halfords Halfords operates retail stores and vehicle service centres across the UK, employing staff in retail, automotive maintenance and customer service roles. The company has participated in initiatives supporting opportunities for people with convictions. Halfords has stores and autocentres across Ayrshire.
Iceland Iceland is a national food retailer offering opportunities in retail, warehousing, distribution and customer service roles. The company has publicly supported the recruitment of people with convictions and was among a group of major employers backing fair chance employment. Iceland has stores in several Ayrshire towns.

Marks & Spencer Marks & Spencer is a major retailer operating across food, clothing and homeware sectors. The company has publicly supported fair chance recruitment initiatives and joined other leading employers in backing opportunities for people with convictions. M&S has stores in multiple Ayrshire towns.
Pets at Home Pets at Home operates retail stores, veterinary practices and grooming services across the UK. The company has publicly supported fair chance recruitment initiatives and opportunities for people with convictions. Pets at Home has multiple locations across Ayrshire.
Poundland Poundland is a national discount retailer offering opportunities in retail, warehousing, logistics and management roles. The company has historically taken a proactive and inclusive approach to recruitment by offering employment pathways to individuals with criminal convictions and is a Ban the Box employer. Poundland have several stores across Ayrshire.
Sainsbury's Sainsbury's employs people in retail, logistics, customer service and management roles across the UK. As a Ban the Box employer, applicants are assessed on their skills and suitability before criminal convictions are considered. There are several Sainsbury's supermarkets across Ayrshire.
Tesco Tesco is one of Scotland's largest retailers, employing people in stores, distribution, delivery, customer service and office-based roles. The company promotes inclusive recruitment and has participated in CJAP Positive Pathways events within HMP Kilmarnock. There are several Tesco supermarkets across Ayrshire.
Timpson Timpson provides key-cutting, shoe repair, watch repair and other retail services and is widely recognised for employing significant numbers of prison leavers and people with convictions across the UK. Timpson operates from several retail locations across Ayrshire.

Food, Hospitality, Catering & Leisure

Compass Group Compass Group provides catering, facilities and support services across healthcare, education, business, defence and sporting venues. The company has spoken publicly about positive experiences of employing people with convictions. Compass Group provides services at client sites across Ayrshire.
Greggs Greggs operates bakery and food-to-go outlets throughout Scotland and offers opportunities in retail, food production, logistics and management roles. Through

its Fresh Start programme, the company has supported people with convictions into employment since 2010. Greggs has multiple locations across Ayrshire.

Pret A Manger
Pret A Manger is a food-to-go retailer operating coffee shops and sandwich outlets across the UK. The company runs work placement programmes for people with convictions which can lead to permanent employment opportunities.

Sodexo
Sodexo provides facilities management, catering, justice, defence and support services across the UK. Its Starting Fresh programme creates employment opportunities for people with convictions and promotes fair chance recruitment.

Facilities Management, Cleaning & Hygiene

Mitie
Mitie provides facilities management, cleaning, security, engineering and support services across the UK. The company has committed to supporting prison leavers into employment and has pledged to create more than 1,000 opportunities by 2035. They have also taken part in CJAP Positive Pathways events within HMP Kilmarnock. Mitie delivers facilities management services at sites across Ayrshire.

Energy, Utilities & Environmental Services

Billy Bowie Special Projects
Billy Bowie Special Projects is an Ayrshire-based environmental and industrial services company providing waste management, remediation, recycling and specialist contracting services. The organisation has participated in CJAP Positive Pathways events within HMP Kilmarnock. The company is headquartered in Kilmarnock and operates throughout Ayrshire.

Scottish Power
Scottish Power provides electricity and energy services across the UK and offers opportunities in engineering, customer service, operations and business support. The company states that it treats applicants fairly and considers the circumstances surrounding convictions.

Manufacturing, Industrial & Technical

Cisco Systems
Cisco Systems is a global technology company offering careers in digital technology, networking, cybersecurity and business services. The company has supported prison education initiatives and developed programmes intended to improve employment opportunities for people with convictions.

Health, Charity & Third Sector

Ayrshire Hospice Ayrshire Hospice provides specialist palliative and end-of-life care services and offers paid and volunteer roles across clinical services, administration, retail, facilities and fundraising. They have attended CJAP Positive Pathways events within HMP Kilmarnock.
Sue Ryder Sue Ryder provides palliative care, bereavement support and charity retail services. The organisation has supported the rehabilitation of people in custody through volunteering opportunities in its shops and offices since 2006. A Sue Ryder store is located in Prestwick.
The Salvation Army The Salvation Army provides homelessness, employability, support and rehabilitation services throughout the UK. The organisation supports people with convictions through training, employment and rehabilitation opportunities and has participated in CJAP Positive Pathways events within HMP Kilmarnock.

Diversified / Conglomerate

Virgin Group Virgin Group operates across sectors including travel, health, leisure, financial services and telecommunications and has publicly supported fair chance recruitment through its involvement in the Fair Chance Business Alliance. Virgin Group businesses operate services used throughout Ayrshire, although locations vary by subsidiary.