



B Lab Statement on Talentia Group's B Corp Certification

B Lab's independent Standards Advisory Council has rendered the following decision and guidance regarding eligibility for B Corp Certification for companies operating in or selling to the prison industry, including companies utilising prison labour:

B Lab and its independent Standards Advisory Council have determined that companies operating in the prison industry are ineligible for B Corp certification. In addition, companies in the U.S. and Canada who sell to prisons, including companies that use prison labour, are placed under an indefinite certification moratorium and are not eligible for B Corp Certification.

B Lab and its independent Standards Advisory Council have determined that, outside of the U.S. and Canada, companies selling to the prison industry, including companies using prison labour, are eligible for B Corp Certification if they have not engaged in specific prohibited practices in the last five years AND are meeting additional industry specific practice requirements.

As a Certified B Corp that supplies to prisons, Talentia Group is required to disclose a summary of how it complies with these industry requirements. For more information on the specific requirements, please refer to B Lab's statement on companies operating in or selling to the prison industry [here](#).

Summary of Company

Talentia Group operates in the education services industry, primarily serving colleges providing education to mainstream students aged 16-24. They supply teaching staff on both permanent and temporary contracts to support these organizations in delivering their courses. While the majority of their placements are within colleges, Talentia Group is also aware that some of their teaching staff are required to work on-site at prisons.

In the last 5 years, Talentia Group have placed 95 teachers into organizations where their end client was a prison. These placements involved providing teachers specifically for prison settings.

The services provided to these organizations where the end client was a prison represented 2.6% of Talentia Group's total business over the past 5 years. This figure is based on a total of 3,615 placements during that period, with 95 of them being allocated to prison-related contracts.



Regarding ongoing management and services, Talentia Group currently has two temporary teachers still teaching on-site at prisons. Their responsibility is limited to payroll services, ensuring that timesheets are submitted and approved or rejected on time. They also oversee the processing of pay and payslips through a payroll company.

Talentia Group exclusively works with prisons in England, and their involvement is solely focused on supplying teaching staff. They do not provide any other services or management related to the prison sector in any other country.

Talentia Group Disclosure on Prohibited Practices

Companies selling to the prison industry, including companies using prison labour, that have engaged in the following practices in the last five years, as demonstrated through company disclosures or through material, justified, and unresolved stakeholder concerns, are currently ineligible for B Corp Certification:

- *Companies that contribute to the construction of new prisons or supply products and/or services designed to restrain or subdue people who are incarcerated, inflict harm or potentially used to inflict harm on people in prisons or other individuals, etc. are currently ineligible for B Corp Certification.*
- *Companies engaged in any form of lobbying or policy advocacy that directly or indirectly support mass, or increasing rates of, incarceration or prevent reform attempts to reduce incarceration. This includes membership, Board involvement, or funding of industry associations that engage in such lobbying activities.*
- *Companies with material, justified, and unresolved complaints about product quality, product price and/or work conditions for people in prisons.*

Talentia Group does not engage in any form of lobbying or policy advocacy that directly or indirectly support mass, or increasing rates of, incarceration or prevent reform attempts to reduce incarceration. The company does not have any material, justified, and unresolved complaints about product quality, product price, and/or work conditions for people in prisons.

Required Best Practices - Companies Selling to the Prison Industry, Including Companies Using Prison Labor

In order to be eligible, companies selling to the prison industry, including companies using prison labor, must be able to demonstrate that they have the following practices in place and disclose them on their B Corp Profile:



1. *A transparent mechanism to measure the impact of its products, services, policies and/or activities on reducing recidivism and outcomes for people in prisons and proof of positive impact deemed rigorous as a result of, for example, third party assessment and/or existing primary research.*

Talentia Group has a transparent mechanism to measure the impact of its products, services, policies, and activities on reducing recidivism and outcomes for people in prisons. This is supported by rigorous evidence from third-party assessments and existing primary research.

According to a study conducted by the University of Birmingham, offender education has been proven to reduce reoffending rates in UK prisons. The study analyzed data from over 12,000 prisoners and tracked them for an average of 13 years. It found that individuals who participated in educational courses while in prison had a 14 percent lower likelihood of reoffending within two years after their release compared to those who did not participate. This positive impact was observed regardless of the type of course taken.

The study's findings provide strong evidence that intervention programs, such as the educational courses facilitated by Talentia Group, can effectively target offenders already in prison and contribute to reducing recidivism levels. Furthermore, educational opportunities in prisons have short-term benefits, such as providing a constructive use of time and motivation and offering long-term advantages. These include providing a second chance, repairing harm to communities, providing structure to life, increasing self-esteem and empowerment, and improving employment prospects.

By offering teaching staff to educational organizations within prisons, Talentia Group plays a role in facilitating access to education for incarcerated individuals. The positive impact of education on reducing recidivism rates and improving outcomes for people in prisons aligns with the company's mission and demonstrates its commitment to making a difference in the lives of those in the criminal justice system.

The evidence from the University of Birmingham study serves as a third-party assessment and existing primary research supporting Talentia Group's positive impact on reducing recidivism through their prison educational services.

2. *A public stance against mass, or increasing rates of, incarceration and other material issues related to the prison industry, approved by the highest level of governance (e.g., Board of Directors) within the company, and a commitment to making efforts towards collective action and/or engagement with stakeholders, focused on improving how*



people who are incarcerated are viewed and treated before, during and after incarceration.

In alignment with the requirements and principles stated in B Lab's position statement for companies that work with prison suppliers, Talentia Group has the following philosophy in regard to mass incarceration, collective action, and government affairs. The philosophy statement reads as follows:

Talentia Group actively supports initiatives that advocate for fairer sentencing policies. Through their work with education professionals in the prison system and their clients in this space, they contribute to improving how people who are incarcerated are viewed and treated before, during, and after incarceration. Additionally, Talentia Group is committed to supporting re-entry programs for formerly incarcerated individuals, recognizing the importance of facilitating their successful reintegration into society.

In terms of employment, Talentia Group incorporates a hiring strategy that offers opportunities to incarcerated individuals upon their release from prison. By providing employment opportunities, they contribute to reducing barriers faced by individuals with criminal records, promoting their reintegration, and helping to break the cycle of recidivism.

While Talentia Group acknowledges that there is no easy solution to the complex issue of mass incarceration, they remain dedicated to creating a fair and just society for all members of the community. They advocate for policies that prioritize rehabilitation over punishment, and they actively engage in conversations surrounding mass incarceration and its systemic impact on social injustice.

As part of their commitment to justice, Talentia Group has a public statement posted on their [website](#) reflecting their stance against mass incarceration. This statement is signed off by their Chief Executive Officer, reinforcing the company's dedication to addressing the issue.

3. *Public disclosure detailing the company's approach to government affairs, inclusive of lobbying/advocacy and political activities. This should include disclosure of the material issues that the company lobbies/advocates for, their trade associations, and the controls they have in place in regards to political contributions, lobbying/advocacy on the company's behalf, revolving door policy, political contributions and donations.*

Talentia Group publicly acknowledges the serious and damaging effects of mass incarceration on individuals, families, and communities. They recognize that incarceration disproportionately impacts marginalized groups and are committed to addressing the role of the criminal justice



system in perpetuating inequality. The company has a public statement on their [website](#), signed off by their Chief Executive Officer, expressing their stance against mass incarceration.

Talentia Group opposes political lobbying and does not engage in activities that promote or support any specific political party, individual politician, or political movement. They emphasize that their focus is on contributing to the betterment of society through responsible engagement with relevant governing bodies, such as providing expert advice, consultations, or submission of evidence-based policy briefs. The company explicitly states that they do not use any resources to influence decision-making processes for their own financial gain or on behalf of any special interest group.

Furthermore, Talentia Group expresses firm opposition to "revolving door" politics, which refers to the practice of former politicians lobbying on behalf of corporate entities. They recognize that such practices can lead to conflicts of interest and increase the risk of corruption.

4. *Policies and practices to address the concerns of mass, or increasing rates of, incarceration and the prison industry in other aspects of its operations, including its charitable efforts, fair chance hiring practices, customer screenings, affected stakeholders incorporated in governance structure, etc.*

Talentia Group's policies and practices related to hiring applicants with criminal records align with their commitment to addressing the concerns of mass incarceration and the prison industry. By providing opportunities for individuals who have had contact with the justice system, the company actively contributes to their reintegration into society and supports their journey toward leading productive lives.

In addition to their approach to government affairs, Talentia Group demonstrates inclusivity and support for individuals with criminal records. They are committed to creating an inclusive work environment and providing fair opportunities for those who have been incarcerated to re-enter the workforce and lead productive lives. Their hiring policy focuses on considering applicants without regard to criminal history, unless applicable law or safeguarding concerns prevent them from doing so. Talentia Group conducts background checks with the consent of the applicant, ensuring compliance with applicable laws regarding the collection, maintenance, use, and sharing of information related to an applicant's criminal record.

The company also emphasizes the importance of reasonable accommodations, such as granting more time for interviews or waiving certain non-essential job qualifications, when appropriate and necessary. Talentia Group strives to foster a culture based on respect, understanding, and acceptance, regardless of an individual's past mistakes. They strongly encourage qualified applicants who have had contact with the justice system to apply for



employment, demonstrating their commitment to providing opportunities for individuals with criminal records.

Required Best Practices - Companies Selling to the Prison Industry

5. *The company can prove that its products/services reduce recidivism and/or produce positive outcomes for people during and/or after incarceration. For example,*
 - a. *The company delivers training/skills building services proven to increase rates of employment after incarceration, or*
 - b. *The company supplies products or services that meet the basic needs that can be proven to increase the health and wellbeing of people who are incarcerated while in prisons (e.g. food, clothing, healthcare, entertainment, maintenance, etc. that are better options than otherwise available).*

Talentia Group states that its products and services contribute to reducing recidivism and producing positive outcomes for individuals during and after incarceration. The company possesses data from its clients, which demonstrates the impacts of incarcerated individuals learning. The company also mentions that studies and wider literature in this field support the notion that providing educational and vocational training to incarcerated individuals has a significant effect on reducing recidivism rates.

By offering educational and skills-building services to individuals in prison, Talentia Group equips them with valuable tools for their reintegration into society. The opportunity to acquire new skills during incarceration increases the chances of finding meaningful employment upon release, thereby reducing the likelihood of engaging in criminal activities. This approach breaks the cycle of poverty and deprivation that often contributes to criminal behavior, providing individuals with a pathway to a more productive and law-abiding future.

Furthermore, the company states that incarcerated individuals learning programs have additional benefits beyond reducing recidivism. They empower inmates by giving them a sense of control over their lives and fostering a stronger connection with society. Through education, incarcerated individuals can gain a deeper understanding of the factors that led to their criminal actions and develop strategies to prevent similar mistakes in the future. Learning also promotes personal accountability, enhances self-esteem, and plays a vital role in successful rehabilitation.



6. *For companies that charge people who are incarcerated and/or individuals acting on their behalf for products/services, the company can prove that its products/services are affordable for people in prison.*

The requirement of proving affordability for products and services charged to people in prison or individuals acting on their behalf is not applicable to Talentia Group. Talentia does not charge for people who are incarcerated for its products or services. Therefore, the aspect of affordability specifically related to individuals in prison is not a relevant consideration for the company.

7. *The company maintains a transparent quality assurance system that includes direct and private feedback from affected people and where possible, takes action based on the feedback.*

Talentia Group maintains a transparent quality assurance system that actively seeks feedback from both candidates to its programs and clients. The company values the input of those affected by its services and takes their feedback seriously. Feedback is collected through surveys, interviews, and case studies, allowing for direct and private communication. All feedback received is treated confidentially within the Talentia Group team.

The Talentia Group customer care team carefully assesses the feedback to identify areas for improvement or areas where the company's services have performed exceptionally well. Strategies are developed to address any identified issues and improve service quality. In cases where no areas for improvement are identified, steps are taken to maintain high standards of performance.

Talentia Group believes in transparency and accountability in its quality assurance program. The company provides quarterly reports to candidates and clients, outlining the progress made in addressing their feedback and the changes implemented based on their input. These reports allow all parties involved to have a clear understanding of how their feedback has been taken into account.

By constantly evaluating and evolving its Quality Assurance Program, Talentia Group strives to meet industry standards and deliver excellent services that meet candidate expectations. The company is committed to providing quality performance and ensuring that the feedback from affected individuals is valued and acted upon to improve the overall service delivery.

Finally, the Group has the ISO9001 certification, which was issued for the company's Dovetail & Slate brand, and rolled out the Quality Management System to the entire Talentia Group and used the implementation as an exercise on "What Does Good Look Like" from the company's ongoing quality assurance perspective.



Required Best Practices - Companies Using Prison Labor

Talentia Group does not engage in or utilize prison labor in any aspect of its operations. Therefore, the specific requirements related to companies using prison labor are not applicable to Talentia Group.

1. *Company conducts an application process where workers express interest in the specific work opportunity and each worker receives and signs a standardised consent form from the enterprise indicating that they agree to work. The form indicates the wages and conditions of work.*
2. *The conditions of work the enterprise offers are similar to work outside the prison, namely:*
 - a. *Wages and any deductions are made transparent and are comparable to those of free workers with similar skills and experience in the relevant industry or occupation, taking into account factors such as productivity levels. Costs the enterprise may incur for prison security supervision of the workers should not be borne by workers.*
 - b. *Workers receive clear and detailed wage slips showing hours worked, wages earned and any deductions authorized by law for food and lodging. Wages are paid directly to workers, when possible. In cases where local laws prohibit direct payment of wages, companies must have systems in place to guarantee that workers receive wages as intended.*
 - c. *The daily working hours are in accordance with local law for free workers.*
 - d. *Safety and health measures respect local law for free workers.*
 - e. *Workers are included in the social security scheme for accident and health coverage.*
3. *Workers obtain benefits such as learning new skills and the opportunity to work cooperatively in a controlled environment enabling them to develop team skills.*
4. *Workers have the possibility of continuing work of the same type upon release and the company provides post-release benefits to workers, such as contributions to post-release savings accounts and employment support.*
5. *Workers may withdraw their consent at any time, subject only to reasonable notice requirements.*



6. *The company maintains a transparent quality assurance system that includes direct and private feedback from workers, and where possible, takes action based on the feedback.*