

Fresh Start

Work. Worth. A second chance.



Employer
pack



Dan Price
Cheshire
Police & Crime
Commissioner



Probation
Service



North West



Dan Price
Cheshire
Police & Crime
Commissioner

The BIG Idea

Breaking the cycle of re-offending through employment.

The vision is to provide those who are on probation with a second chance.

- **Aim:** To place 100 ex-offenders into meaningful and sustained employment by September 2026.
- **Situation:** 3,000 individuals are currently under probation supervision in Cheshire.
- **National challenge:** Almost 50% re-offend within three years of release (source: Gov.uk).
- **Employment works:** Alongside stable housing and supportive relationships, a job is a proven route to reduce re-offending.
- **Bold initiative:** Dan Price, Cheshire Police and Crime Commissioner with Probation and the Department of Work and Pensions (DWP) working together.
- **Specialist support:** Tempus Novo provides specialist support to businesses and employees.

Why it matters

- Reduces crime and re-offending.
- Strengthens communities.
- Unlocks untapped talent for businesses.
- Provides stability to people on probation, empowering them to turn their lives around.



Fresh Start is more than an employment programme. It is a practical way to cut crime in our county. Together with businesses, public services and our communities, we are creating sustainable career options and reshaping lives.

Dan Price
Cheshire Police and
Crime Commissioner

Our Partners

Breaking the cycle of re-offending isn't something one organisation can do alone.



Probation

The North West Probation Service reduces reoffending and protects communities by supporting rehabilitation across the region. Employment is key to lasting change. By partnering on projects that help ex-offenders find work, the service tackles stigma, supports integration and helps build safer, stronger communities.

Click on the logo to hear from the North West Regional Director.



Department for Work and Pensions

The Department for Work and Pensions (DWP) supports people into employment and financial independence across the UK. By backing projects that help ex-offenders find work, DWP reduces long-term unemployment, tackles barriers to inclusion and promotes sustainable careers. Delivering social value while strengthening the workforce and local economy.



Tempus Novo

Tempus Novo supports people with lived experience of the criminal justice system to rebuild their lives through employment, mentoring and advocacy. By partnering on projects that help ex-offenders find work, Tempus Novo reduces re-offending, challenges stigma and enables employers to access motivated talent.

[Find out more about Tempus Novo](#) by visiting its website or click on the logo to watch a video.

How it works

Simple, structured process

- **Pre-employment:** Candidates are assessed for skills, attitude and readiness. You receive fully vetted applicants matched to your needs.
- **Site visit and interview:** A co-ordinated site visit and joint interview with the employer and the candidates.
- **Documentation and onboarding:** All right-to-work documents, references and supporting materials are prepared in advance.



Ongoing employer support

- **Dedicated caseworker:** Each hire is supported by a trained mentor. Employers have a single point of contact to handle questions, check-ins and intervention if needed.
- **Touchpoints and visits**
 - **Weeks 1 - 4:** weekly check ins
 - **Months 2 - 12:** monthly check ins, but can be increased if needed.
- **Reassessment:** If a hire isn't working, quick action will be taken to reassess or redeploy the candidate.

What you'll need to provide

- **A real opportunity** aligned with the person's abilities and your business needs.
- A **brief interview** and willingness to host a **site visit**.
- A **named contact** for onboarding.
- **No special measures** unless you choose to offer them.

How it works

What you gain

- **Hardworking, loyal team members** in roles often harder to fill.
- **Reduced** recruitment and onboarding time.
- **Ongoing** HR and performance support at **no cost**.
- **Enhanced** reputation as a purpose-driven employer contributing to safer communities.

Risk? Actively managed

- **All** candidates undergo a **full risk assessment** in collaboration with the Probation service.
- Individuals are **only placed** if they are motivated, safe and employment ready.
- Caseworkers are on hand to **support early intervention**, reducing reputational and operational risks.



The support you get from **Tempus Novo**

Tempus Novo was founded in 2014 by two senior prison officers, Steve Freer and Val Wawrosz. They started the company after seeing motivated individuals leaving prison with no employment pathway - leading them straight back in to re-offending. Their vision was to change that outcome through meaningful work.

- **Role:**
 - To match employers with employees
 - **Provide** one-year structured post-placement support for employers and employees.

Why it matters

- Builds strong employer relationships.
- Creates a supportive ecosystem where second chances become community investment.
- Tempus Novo has a proven track record in this field, and are enthusiastic to take on the challenge in Cheshire.



Fresh Start offers the criminal justice system something genuinely different - a proven, practical model that reduces crime while directly supporting Cheshire businesses and the wider economy.

Valdemar Wawrosz and Steve Freer
co-founders, Tempus Novo

Don't just take our word

Chester Zoo has been part of the Fresh Start journey from the beginning.



Chester Zoo is proud to have been part of the Fresh Start project from day one in support of the work the Police and Crime Commissioner is doing.

As a major employer in Cheshire and with a wide variety of skilled careers, we will continue to act as a gateway to jobs for those in our community ready to seek employment.

Jamie Christon DL,
Chief Executive Officer, Chester Zoo



Hear from Jen Atkins, Chief People Officer at Chester Zoo on the advantages of having a specialist company helping with the candidates.



[Tempus Novo] Really got to understand the roles here, the people we wanted to recruit and our values...

They provide candidates and do all the risk assessments and provide people who add value to the organisation....

They provide a lot of support throughout the whole process.

George's story

Read George's story about the impact a Visitors Operation role at Chester Zoo has had on him.

George has had experience with the probation service on and off for the last 10 years. His criminal record includes offences for theft, driving under the influence and driving whilst banned.

George's childhood was turbulent. Born in Germany to a military family, he lost his father at a young age. George then welcomed his own child when he was just a teenager himself and has been a carer for his mother.

Due to struggling with reading and writing, pulling a CV together was a challenge for George. He has a lot of work experience, but due to his recent prison sentence he struggled to find work.

In October, George was placed in a role at Chester Zoo.

Early feedback from the Operations Manager at Chester Zoo has been positive and colleagues have said how happy, helpful and friendly George is.

George's probation officer - who has worked with him for many years - has seen a positive change in George and has seen his confidence grow.



I want to make a change and I'm looking forward to changing my life. I'm so happy now I have found a job.

George
Visitor Operations role, Chester Zoo

Get involved

Give someone their worth back.

Join other employers committed to second-chance hiring. Fill in our short form and someone will be in touch for an informal conversation.

If you have any questions in the meantime, feel free to reach out to:

Email: ross@tempusnovo.org



When we offer a second chance,
people take it, and Cheshire becomes
safer, stronger and fairer for everyone.

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