

Providing a job reference

An employer does not have to give a reference by law unless it's:

- in writing that the employer will provide one
- for certain financial services jobs regulated by the Financial Conduct Authority (FCA) or Prudential Regulation Authority (PRA)
 - usually for jobs known as 'controlled functions' (you can find out more about [controlled functions on the FCA website](#))

If an employer has a reference policy this can restrict:

- how much they include in a reference
- who can give a reference on the employer's behalf