

## Providing a job reference

### 1. When an employer has to give a 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](#)'

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