



Development Together Pty. Ltd.
RECRUITMENT OF EX-OFFENDER POLICY

Development Together actively promotes equality of opportunity for all with the right mix of talent, skills and potential and welcome applications from a wide range of candidates, including those with criminal records. However, We reserve the right to assess staff, volunteer, intern, contractor or sub-contractor (paid and unpaid) positions for applicant's suitability using Criminal Record Checks processed through the National Police Clearance (NPC) (or equivalent) and Working With Children Check (WWCC) (or equivalent) to ensure the safety of Our staff, Participants and Host organisations.

We have provided written notice on the recruitment of ex-offenders, which is made available to all applicants at the start of the recruitment/application process. We ask all staff, volunteer, intern, contractor or sub-contractor (paid and unpaid) to provide details of convictions and cautions that Development Together are legally entitled to know about.

Development Together ensures that all staff involved in the recruitment process have been suitably trained to identify and assess the relevance and circumstances of any offences identified and the relevant legislation relating to the employment of ex-offenders. At interview, or in a separate discussion, Development Together ensures that an open and measured discussion takes place about any offences, or other matter that might be relevant to the position.

Development Together is committed to the fair treatment of its staff, potential staff or users of its services, regardless of race, gender, religion, sexual orientation, responsibilities for dependents, age, physical/mental disability or offending background. We agree to treat all applicants fairly against any subject of a criminal record check on the basis of a conviction or other information revealed and will select suitable candidates for positions based on their skills, qualifications and experience. Failure to reveal information that is directly relevant to the position sought could lead to withdrawal of an offer of employment.

I confirm that I have been made fully aware of, and understand and agree to the contents of, the Development Together Recruitment of Ex-Offender Policy.

Please complete the details below and return* this completed form to k.goodchild@developmenttogether.com

Staff/Volunteer/Intern/Contractor/Sub-contractor (paid and unpaid)

Volunteer/Intern Signature:

Date:

**This policy is to be signed and returned prior to commencement of placement/employment with Development Together. Failure to do so within the designated time frame will result in placement/employment being terminated*