

## **Optimi Ex-Offenders Statement**

- Optimi can only ask an individual to provide details of convictions and cautions that Optimi is legally entitled to know about.
- Optimi can only ask an individual about convictions and cautions that are not protected
- Optimi actively promotes equality of opportunity for all with the right mix of talent, skills and potential and welcomes applications from a wide range of candidates, including those with criminal records
- Optimi selects all candidates for initial informal discussion based on their skills, qualifications and experience
- At interview, or in a separate discussion, Optimi ensures that an open and measured discussion takes place on the subject of any offences or other matter that might be relevant to the position. Failure to reveal information that is directly relevant to the position sought could lead to withdrawal of an offer of the role