PROGRESS REPORT ON ARC FUNDED RESEARCH - 2010

(Linkage Projects)

Purpose

The ARC requests a progress report from each Project Leader to assess progress and assist the researcher in cases where this progress has not been satisfactory or where difficulties have been encountered.

Instructions

Progress reports for *Linkage Projects* are required to be submitted to the ARC by 28 February 2011.

2010 Linkage Projects, Round 2 which have been underway for less than one year do not need to submit a Progress Report until 31 January 2012.

The Project Leader must note:

- A Progress Report for each ARC funded research project must be completed by the **Project Leader** named on the project.
  - Please expand tables as appropriate.
  - While there is no limit to the amount of text that can be provided, the ARC is generally seeking **1 to 2 paragraphs of information** where a textual response is required.
  - Once complete**,** the Project Leader should submit the **electronic copy** of the progress report to the Research Office of the Administering Organisation. Paper copies are not required.
  - The completed progress report should be saved as a rich text format (RTF) or a PDF document. The file name for the progress report should conform to the following naming convention: **[ProjectID][CI1Surname]_[year].rtf or pdf (**For example LP012345678Smith_2010.rtf)
- The saved RTF or PDF file should be attached to an **email** and sent to the Research Office of the Administering Organisation.

Research Administrators must note:
- Progress Reports should be submitted to the ARC in **electronic (RTF or PDF) format only:**
  - The electronic copy (RTF or PDF) must be emailed to the ARC at progress.reports@arc.gov.au.
  - Please ensure the file name for the electronic version conforms to the naming convention detailed above (files inappropriately named will be returned to the Research Office for action).

PROGRESS REPORT ON ARC FUNDED RESEARCH FOR *LINKAGE PROJECTS* ACTIVE IN THE YEAR 2010

1.   PROJECT IDENTIFICATION

1.1   Project ID   1.2   Administering Organisation

LP0990348		Monash Univeresity

1.3   Project start date and total amount of <u>ARC funding</u> received for this reporting period

2009		$21,000 (2009) and $34,000 (2010)

1.4   Project title

Living Down the Past: Criminal Record Checks and Access to Employment for Ex-Offenders

1.5   Project Leader

Name	Bronwyn Naylor
Email address	Bronwyn.naylor@monash.edu

2.   PROJECT DESCRIPTION AND OBJECTIVES

2.1   100 word Project summary [as indicated in the original proposal]

Employment is essential to the rehabilitation of offenders, yet employers routinely check criminal records in pre-employment processes and deny offenders employment. Little attention has been given to the implications of the exponential growth in criminal records checking for society's reintegration of offenders. This interdisciplinary project will be the first Australian research to elucidate the operational realities of employers' criminal record use, and the interplay of this practice with the regulatory system governing employment decision-making. It will explore the extent to which law and practice should be reformed to promote equal opportunity and rehabilitation, reduce discrimination and address Australia's labour shortage.

3.   PROJECT OVER DURATION OF FUNDING

The information you provide in this section is confidential and will not be used for media or promotion of research.

	Yes	*(yes/no)*

3.1 Have there been changes to the Project?
This could include changes to the research project resulting from ARC funding at a lower level than requested. Note that some changes require ARC approval to be requested as a Variation to the Funding Contract/Agreement. Such a Variation must be forwarded to the ARC through the Administering Organisation's Research Office. Variations to Contract/Agreement forms are available on the ARC website at <u>www.arc.gov.au</u>

If yes, give details

As the funding provided was less half the amount requested, and as none of the requested teaching relief was funded, we have modified the project as follows:

1. scope of empirical research: rather than targeting specific industries through the data gathering phase, we have maintained a general view of the employment market.

2. Outcomes: At least three conference papers will be presented at national and/or international conferences, such as the annual conferences of the Australian and New Zealand Society of Criminology and the European Society for Criminology, Society of Legal Scholars (UK), the Law and Society Association, and the Australian Labour Law Association.   We will also submit for publication at least three scholarly articles in refereed journals such as *Current Issues in Criminal Justice, Australian and New Zealand Journal of Criminology,Journal of Law and Society, Australian Journal of Labour Law, and Industrial Law Journal(UK)*.

3.2   What are your achievements and any research findings to date?

Please provide 1 to 2 paragraphs only

- identification of potential groups and email lists for online survey
- successful application for ethics approval from Monash University HREC and RMIT University CHEAN
- Design and administration of online survey
- design of interview schedule
- carrying out interviews with Human Resources staff and other groups with expertise across industry sectors and jurisdictions
- Conference presentations:

    Bronwyn Naylor (with Georgina Heydon) Conference presentation: 'Walking the employment tight-rope: balancing ex-offender needs and employer risk minimisation in the use of pre-employment police record checks' European Society of Criminology Conference, Liege, Belgium, September 2010

    Bronwyn Naylor 'Employer use of Police Record Checks' Presentation to Post-release Employment Seminar, Institute of Criminology, Sydney Law School   December 2010

3.3   What are your research milestones for the coming year?

Please provide 1 to 2 paragraphs only
(Please note that in your next report, you may be asked to report progress against these plans and objectives.)

- completion of analysis of online survey

- completion of interviews with Human Resources professionals and organisations with experience in assessing criminal history information in the employment context

- completion of analysis of interview data
- presentation of interim findings to Partner Organisations for analysis and further directions...
- presentation of findings at two conferences.

4. PARTNER ORGANISATION CONTRIBUTIONS

4.1 Matching funding from Partner Organisations

Does the level and type of support provided by the Partner Organisation/s accord with the commitment (cash and/or in-kind) given by them at the time of entering into the agreement?

	Yes	*(yes/no)*

If no, give details

4.2 Source documentation

Is there appropriate source documentation readily available to demonstrate to an auditor the contribution (cash and/or in-kind) of the Partner Organisation to the Project?

	Yes	*(yes/no)*

If no, give details

5. ATTACHMENTS
Is additional material attached?

			(yes/no)

6. CERTIFICATIONS

6.1 Certification by the Project Leader

I certify that:
All details in this report are true and complete and that this is an accurate Progress Report for the period covered.

Project Leader

Name: Bronwyn Naylor	Date: 25 February 2011

6.2 Certification by Deputy Vice-Chancellor (Research)

Deputy-Vice Chancellor (Research) (or equivalent or nominee) - comments

I certify, to the best of my knowledge, that progress on this Project has been satisfactory and/or problems have been identified in this Progress Report, and I recommend continued funding.

Deputy Vice-Chancellor (Research) or equivalent or nominee

Name:	Date:

Please note: The electronic submission of this Progress Report to the ARC by the Research Office of the Administering Organisation is verification that the Administering Organisation has approved the Progress Report content.

An electronic signature is not required.

Thank you for submitting your Progress Report.
The ARC may contact you if clarification or further information is required to determine whether progress has been satisfactory over the period covered in the Report.

Information on this form is collected in order to determine whether the research project funded by the ARC has reached satisfactory outcomes for the year and for post award reporting.

Researchers should note that if the ARC is not satisfied with the progress of the Project, further payment of funds will not be made until satisfactory progress has been made on the Project. If satisfactory progress is still not achieved, the Funding will be terminated and all outstanding monies recovered by the ARC. Unsatisfactory progress on the Project will be noted against any further proposals under any ARC scheme submitted by, or on behalf of, the Chief Investigator or Fellow and will be taken into account in the assessment of those proposals.