

Safety check – Interview questions

An interview is an important part of doing a children's worker safety check. You must interview applicants you wish to employ or engage in a children's worker role. This should be done face-to-face, by telephone or via Teams/Zoom (or similar).

In the interview, get relevant information for the risk assessment part of the safety check. Use open questions to check the candidate's attitude to child safety and whether they would pose a risk to children.

We have some example questions to help you. Choose from these and change to suit your own situation. There is space between the questions so you can take notes during the interview.

Keep these questions and notes as a record of the interview.

Applicant details _____

Questions about the children's worker applicant

Have complaints ever been made about your professional practice? If so, what was the complaint, how did you respond and what was the outcome?

Have you ever been convicted of an offence? If you have, please provide details.

Have you ever been the subject of a complaints procedure during your employment? What was the outcome?

What were your reasons for leaving your previous jobs?

Questions about their attitudes

Tell me about a time when you have had to deal with the following situation(s).

[pick one or more of the following situations]

- A child or young person disclosed abuse.
- A child or young person was cheeky.
- A child or young person hit you.
- You discovered children fighting or engaged in sexual play or who had stolen property.
- A child or young person invited you to become involved in intimate or touching behaviour.
- A child or young person threatened to make a false allegation of abuse about you.

[The answer should include the situation, how they responded, the process and outcome. If that situation has not arisen, how would they deal with that situation?]

Questions about their views on child safe practice

How do you believe children's behaviour should be managed?

What are your thoughts on being alone on the job with children and young people?

Questions about their experiences and relationships

What rewarding experiences have you had working with children?

What do you think constitutes professional practice when working with children?

What other relationships do you have with children outside the working or volunteer environment?

Why do you think you work well with children? [or] How do children respond to you?

What kind of relationships do you hope to develop with the children and families in our organisation?