

Interview questions for Full Safety Check Children Act (2014)

This position is designated under the Children's Act (2014) as being that of a 'children's worker' role. As such we are obliged to safety check candidates for this position through a set process, which involves collecting evidence, including police vetting, in order to carry out a risk assessment.

Candidate name:

Information about the children's worker themselves

- Whether complaints have ever been made about their professional practice and how they have responded to them.
- Whether they have ever been convicted of an offence.
- Whether they have ever been the subject of a complaints procedure during their employment.
- Reasons for leaving previous jobs.

Questions that explore the children's worker's attitudes

- Whether there has ever been a time when they have had to deal with the following situations, including the process and outcome. If that situation has not arisen, what they would do if:
 - A child or young person disclosed abuse.
 - A child or young person was cheeky.
 - A child or young person hit them.
 - They discovered two engaged in sexual play.
 - A child or young person invited them to become involved in intimate or touching behaviour.
 - A child or young person threatened to make a false allegation of abuse about them.

Questions that indicate the children's worker's views on child safe practice

- How they believe children should be disciplined.
- Their thoughts on being alone on the job with children and young people.
- The chances of abuse allegation being made about the, if they were accepted for the job.

Questions that describe the children's worker's experiences and relationships in working with children

- What rewarding experiences they have had working with children.
- What they think constitutes professional practice when working with children.
- Other relationships they have with children outside the working or volunteer environment.
- The reason they think they get along with children or why children like them.
- The kind of relationships they hope to develop with the children and families in this organisation.

Additional Notes