**Exemplar Interview questions for Full Safety Check**

**Children’s 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 in order to carry out a risk assessment. This interview is part of that process.

**Interviewer**: During the interview, ensure that you refer to the information that you have gathered through the other steps of the Safety Check, you will be looking for consistency. This is your opportunity to establish the candidate’s attitudes towards children, their image of the child and their ability to respond to children with kindness. These questions will serve as a guide to the sort of conversation you need to have.

**Candidate name: Date:**

**Interviewer: Position:**

1. **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.

1. **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.
  + They suspected a child was experiencing abuse.
  + A child or young person was cheeky or hit them.
  + They discovered children engaged in sexual play.
  + A child or young person invited them to become involved in intimate or touching behaviour.

1. **Questions that indicate the children’s worker’s views on child safe practice**

* Does Aotearoa have an anti-smacking law?
* How they believe children should be disciplined.
* Their thoughts on being alone on the job with children and young people.
* Is it acceptable for parents to smack children?
* Is time out effective?

1. **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.
* 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.

1. **Establish the candidate’s understanding of serious misconduct and** inappropriate practice for adults working with children, including:

**Please tick:**

* inflicting verbal or physical punishment;
* isolating children;
* labelling children with derogatory words;
* shaming or comparing children;
* ignoring unacceptable behaviours.

Make sure that the candidate understands that physical restraint will not be used except as necessary to ensure a child’s safety or that of others, and then only for as long as is necessary for control of the situation (Reg. 56).

**STAFF MUST NEVER** smack, hit, grab, push, handle roughly, bite, pinch, tease, insult, humiliate, frighten, ridicule, neglect, shout at, threaten or forcefully confine any child. They must not laugh at children’s behaviour or discuss it among themselves in the presence of children. Children learn acceptable behaviour from positive example and love, not from violence or anger.

Staff accused of or observed engaging in such inappropriate practice ***will be suspended*** pending investigation.