# Section 7: Interviews & Assessment

Toolkit Template: Example Interview Questions – below are examples of possible interview questions that can be used to explore the applicant’s suitability for working with children, young people and/or vulnerable adults. They can be used, amended or substituted as required and in line with the role description, person specification requirements and specific body. Whatever question/s you do ask, try and ask about personal experience and for real examples of working with and safeguarding children, young people and vulnerable adults.

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| **Motivations for working or volunteering with children, young people and/or vulnerable adults** |
| * Why do you want to work/volunteer with children, young people and/or vulnerable adults? What is the main driver? * Can you give an example of something that you have done that demonstrates your commitment to working with vulnerable groups (i.e. children and/or adults experiencing, or at risk of abuse or neglect)? * What do you have to offer in support of children, young people and/or vulnerable adults? * What experience have you of working with children, young people and/or vulnerable adults? What has this experience taught you about yourself? * How do you motivate children, young people and/or vulnerable adults? * What do you consider to be your strengths/areas for improvement, specifically in relation to working or volunteering with children, young people and/or vulnerable adults? * Can you give an example of how children, young people and/or vulnerable adults have benefited from your input? |
| **Emotional Maturity & Resilience** |
| * Can you describe a time when you have been working with children, young people and/or vulnerable adults and your authority was challenged?   + How did you react and how did you manage the situation?   + How did you get things back on course? * Can you describe a time when you had to control a child or young person’s behaviour? * Can you give an example of a person you have had particular difficulty dealing with?   + What made it difficult?   + How did you manage the situation? * Have you ever felt uncomfortable about a colleague’s behaviour towards or ability to work with children, young people and/or vulnerable adults in a previous job or volunteering role?   + What were your concerns?   + What did you do?   + How was the issue resolved? |
| **Values & Ethics** |
| * What might be some of the safeguarding issues you may have to deal with in this role? * Can you give an example of a time when a child, young person or vulnerable adult behaved in a way that caused you concern?   + How did you deal with that?   + Who else did you involve? * How do you feel when someone holds an opinion which differs from your own?   + How do you behave in this situation? * Can you describe how you would respect the background and culture of children, young people and/or vulnerable adults with whom you would work or volunteer? * Can you give some examples of how you would contribute to making this Church body a safer environment for children, young people and/or vulnerable adults? * Can you give some examples of how you would provide kind, consistent and safe care? |
| **Don’t forget to:** |
| * Clarify any discrepancies or concerns you have from the candidate’s application form. * Ask if they wish to declare anything that they haven’t already disclosed to you:   “Do you know of any reason why you should not be working with children, young people and/or vulnerable adults? Are there any police or employment/volunteering matters outstanding which could affect your ability to take up this role?” |