

Interviews & Assessment : 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.

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?"