SAFER RECRUITMENT EXAMPLE INTERVIEW QUESTIONS

1. A child comes to you with a headache. You notice unusual bruising on their arm. Tell me what you would do and what you would say to the child? Follow up - Tell me what you would do if the member of staff did not take you seriously?
2. What is your understanding of safeguarding?
3. Tell me why you think you would be suitable to work with the children in our school, and explain your rationale behind it?

Follow up:- Describe what that would look like

1. Tell me what action you would take if a member of staff deals with an aggressive outburst from your student in a way that you feel was inappropriate?
2. What would you do if a child disclosed something to you? What would you say to the child? Possible follow up :- Who would you report it to?
3. Safeguarding children is an important part of our work. Can you give me some examples of how you would contribute to making the organisation a safer environment for children?
4. Tell me about a time when a child or young person behaved in a way that caused you concern. How did you deal with that? Who else did you involve?
5. Bullying is often a serious issue. In your experience what is the best way to deal with it?
6. Tell us what promoting fundamental British Values means to you?
7. Can you give a specific example of where you have made a difference to a child in your past work? Who else did it involve? What steps did you take? What impact did it have?
8. What does ‘keeping children safe’ mean to you?
9. Why does the school need a Safeguarding Policy? Who does it keep safe?
10. How would you keep yourself safe? (questions aimed at a recruitment for a FLO)
11. If a student asks you if they can tell you a secret what would you do?

**QUESTIONS NOTED FROM THE DAY**

The TED model

**Tell** us why…..

**Explain** what you did…..

**Describe** the outcome…..

**Room 1**

**Question for a TA**

Tell us about a time when

Explain what your contribution was

Describe outcome and if there was anything you would have done differently in hindsight?

**Room 2**

**Question for a Teacher**

Tell us about a time when you have dealt with a safeguarding concern/incident?

Explain actions you took to deal with the situation

Describe the outcome and how this contributed to safeguarding across the school?

**Room 3**

**Question for a Teacher/head of department role managing staff**

Can you tell us how you would ensure all staff fulfil their safeguarding responsibilities?

The to ask

What have you seen today that you feel contributes to a safeguarding culture?

POSITIVE indicators – Good understanding of safeguarding in practice, awareness of how to report a disclosure, then things they pick up that they have seen – info about DSL’s, notice fobs to secure doors, photo’s and info about DSL’s

NEGATIVE indicators - they wouldn’t do anything about

**Room 4**

**Questions for a TA who is also a parent**

How can you differentiate between being a parent and a member of staff when it comes to a safeguarding concern?

POSITIVE indicators – Look for attitude to their role, clear professional boundaries

NEGATIVE indicators – lack of boundaries, refer the issue to another member of staff, saying there is no difference between being a parent and member of staff