

Some sample interview questions

Note: this is not intended as a complete list. Other questions will be likely to examine employment history, reasons for leaving previous jobs, courses undertaken and how that training relates to this role etc.

Based on your experience in children's services, how do you approach building a positive relationship with children?

Tell us about a rewarding experience you have had, when working with children.

What aspects of working with children do you find difficult or challenging? Why?

What were your specific duties in your previous role with children? Which tasks did you like most? Which tasks did you like least? Why?

Can you think of a situation recently where you have had to learn new skills?

What are your expectations of this job?

Is there anything about the practical requirements of the job that you think you might find difficult or challenging?

Can you tell me about a work situation where you have been under stress? How do you cope in this sort of situation?

Have you read our policies on age of staff, childcare for staff children and police vetting? Is there anything you wish to ask about or add to your application form?

Have you ever had a complaint made about how you have conducted yourself in the workplace?

Tell me about a time when you have had to run an activity or event for a group (preferably of children).

What do you think makes a good school holiday programme? What sort of activities?

What do you think are the main differences between the needs of a five year old and a ten year old?

Have you had any experience with children who are reluctant to participate in activities? What did you do?

Have you had any experience with children who are disrupting an activity? What did you do?

Can you tell me about a situation where you have helped a child overcome some difficulty e.g. shyness

What values do you consider important, for working with children?

Do you get along well with children? Why do children like you / relate well to you?

Can you tell us about a situation where you have had to help a child who is very upset or angry?

Have you been in a situation where a child in your care is hurt/unwell and needs comforting? What did you do?

What sorts of boundaries are important for you, when working with children?

Tell us about the discipline practices you have used, in your previous work with children.

How do you respond to children who are disobedient or argumentative?

Tell me about a time when you have had to resolve a conflict between children?

Have you ever been in a situation where you felt a child was unsafe? What happened? What action did you take?

One of our important policies is that staff avoid situations where they are alone with a child. Could you tell us why that is important?

Have you ever had to respond to a situation where children were involved in intimate or inappropriate touching behaviour? (If not what would you do?)

Have you ever had children invite or engage in intimate or inappropriate touching or contact with yourself? (If not what would you do?)