

## Sample Interview Questions: Recruiting for Positions working with Children and Young People

Section 2.6 of the Safe Sport Framework requires all Clubs, Member Associations and Swimming Australia Limited to undertake a number of steps when recruiting employees (whether full-time, part-time or casual employees). The best practice steps listed in section 2.6 are encouraged to be taken wherever practicable in relation to the recruitment of volunteers in our sport.

Section 2.6(f) of the Safe Sport Framework requires (when recruiting employees) that at least one face-to-face or video interview occur for applicants that require direct contact with or that permit access to Children and Young People. It also requires the interviewer to explore issues relating to the candidate's suitability to work with Children and Young People.

To assist you in meeting these requirements, it is suggested that some of the following questions can be asked during interviews. Please pick 2-3 to suit the circumstances applicable to you:

- Would you tell us about your experience in relation to working with Children and Young People?
- What do you find most rewarding about working with Children and Young People?
- What do you find most challenging about working with Children and Young People?
- How would you handle a Child or Young Person who is behaving in a manner that is disruptive in a group setting?
- How do you think your peers, supervisors and referees would describe the way you work with Children and Young People?
- Are there any Children or Young People with whom you would not wish to work and if so, why?
- How would you deal with a Child or Young Person who is acting aggressively?
- Have you ever lost your temper working with Children or Young People? What was the trigger for this? What was the outcome?
- How would you respond to a Child or Young Person who disclosed they were being subjected to Abuse?
- A parent of a Child or Young Person wants someone from the organisation to care for their child out of hours. What would be your response to this request?
- What would you do if you thought another person was harming a Child or Young Person?
- What would you do if you thought a Child or Young Person was being abused at home?
- Can you tell us about children or young people you have found challenging to work with? What strategies do you use to handle challenging behaviour?
- How would you handle a Child or Young Person who appears sad and refuses to participate in activities?
- Have you ever had any disciplinary action taken against you in relation to your working with Children and Young People?