

Child protection questions for hiring a new employee or volunteer

The interview panel should ask at least three questions about Safeguarding and Child Protection from the following set of questions. Management may add more questions if locally needed or change the language of these questions.

**If the person has previously worked with children, then please do use question 6 or 7.*

General questions

1. What do you feel are the main factors that have led you to want to work with children?
2. Can you give me an example of how you would contribute to making the organization a safer environment for children?
3. Give me an example of what could be done better for child protection in an organization like ours?
4. What do you find challenging working with children or young people? *This question reveals their attitude and empathy toward children.*
5. Tell us about a time when you took action to help protect a child. *Regardless of previous work experience, you can ask them about their student life or their social life. This one is a general question, but If they have worked in an organization, ask about their previous work experience.*
6. Bullying is an issue that comes up often in work with children. In your experience what is the best way to deal with it? *If no previous work experience with children you can ask for the personal experiences of childhood or school, family, college or any other situation.*

Questions to ask if they have worked previously with children

7. Was there any Child Protection Policy at your previous job? If yes, describe to us the key aspects of the safeguarding policy.*
8. Have you ever had a safeguarding concern about a child in your care? Please tell me how you addressed it and what was the outcome.*
9. What has working with young people/children taught you about yourself?
10. What have you done in the last twelve months to improve the safeguarding of children in the workplace?
11. What support do you think children need in order to make their concerns known to the staff? *Ask for his/her personal experiences, if they have seen any staff member go through such allegations and how they dealt with the situation.*

12. Have you ever had concerns about a colleague with regards to their behaviour or attitude towards children in their care? How did you deal with this?
13. Bullying is a serious issue that comes up often in work with children. In your experience what is the best way to deal with it? How did your previous organization tackle the problem? *If no previous work experience with children you can ask for the personal experiences of childhood or school, family, college or any other situation.*

Suggested child protection line to use with all published job postings:

Our organization has zero tolerance for child abuse. We require every employee and volunteer to sign our child protection policy declaration and provide a police clearance certificate and other background checks on request.