



Fact Sheet Resource CSS5 – Child Safe Standards Interview Sample Questions

The following Child Safe Standard applies to this resource:

Child Safe Standard 5 – People working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice.

In recruitment activities, including questions on child safety is critical to helping your organisation identify the individual motivations, attitudes, skills and attributes of applicants. A better understanding of these factors will not only assist you to select the candidate best suited to the identified role, it will also contribute to creating a safer environment for children and young people.

A dedicated focus on child safety in the recruitment process also signals to candidates that protecting the rights, safety and wellbeing of children and young people is a critical consideration when selecting staff, particularly if they will engage directly with children and young people.

The number and depth of questions you use for your recruitment process will vary depending on the role, the level of involvement with children and young people, and the level of knowledge the candidate is required to have about how to uphold the Child Safe Standards.

To assess the required level of knowledge for a particular role, refer to **Fact Sheet Resource CSS5: Child Safe Standards Knowledge Matrix**.

Asking a mix of questions that are action (behavioural) based, values based, and scenario based will assist you to assess a candidate's attitudes, values and beliefs towards children.

The following table lists sample questions you may wish to use.



Motivation to Work with Children and Young People

What motivated you to apply for this role?

What do you find most rewarding about working with children and young people? What do you find difficult?

Skills, Experience and/or qualifications to work with Children and Young People

What relevant experience, skills or qualifications do you bring to this role?

What strengths in working with children/young people do you bring from your community, family and/or cultural background?

Tell us about your experience working with children & young people.

What is your experience with children and/or young people from diverse backgrounds? i.e. disability, LGBTIQ+, Aboriginal and Torres Strait Islander peoples and multicultural backgrounds. What have you done in the past to make them feel welcome, safe and included?

What have you done in the past or how would you make a physical or online space child-safe and child friendly for young children/ older children/ children with a disability?

Previous Involvement with Children and Young People

Tell us about any children or young people you have found challenging to work with? What strategies did you use to build positive interactions?

Have you previously encountered a parent who had concerns about the safety of their child or young person? If so, how did you manage that situation?

How would the children or young people you have worked with previously, describe you?

Tell us about a time when you had to comfort a distressed child/young person?

Have you ever had concerns raised by parents/carers or other staff about your interactions with children or young people?

Provide an example from a previous role of how you have ensured the inclusion of children and young people (and their families) from diverse backgrounds? (Note: this question can be tailored to address any specific aspects of inclusion you wish to draw attention to).

What strategies do you use to communicate and engage with children and young people of differing ages?

Working Safety with Children and Young People

How would you handle children/young people behaving in a manner that is disruptive or aggressive in a group setting?

What would you do if you thought another person was grooming or harming a child or young person?

Have you ever been concerned about the wellbeing of a child or young person you have had contact with? What did you do?

What would you do if a child appeared 'out of sorts' and refuses to participate in activities?

How do you feel about being supervised?

What boundaries are important when working with children and young people?

What behaviours and skills have you observed in others that you have admired, particularly regarding their work with or care of children?

What action would you take if a child disclosed to you that they were feeling unsafe?

Have you had to deal with a situation where a child and/or young person was being bullied? What did you do?

Upholding the Standards

How would you ensure children's participation in our programs?

How might you actively involve children and young people of differing ages in decision-making?

How might you show children and young people that you value their views and opinions?

What do you think being a child safe organisation means?

How would you build trust and understanding with children/young people from diverse backgrounds?

How would you create a child safe, child friendly and child aware space for children and young people? (Note: this question can be tailored to address any specific aspects of inclusion you wish to draw attention to).

If you were the successful applicant, what actions would you take to contribute to creating an inclusive, and safe physical/ online environments for children and young people?

Acknowledgements:

- Catholic Archdiocese of Melbourne, Child Safety Interview Questions ([Child Safety Interview Questions](#))
- Commonwealth of Australia, Department of Foreign Affairs and Trade ([Recruitment and Screening.pdf](#))