



CROQUET VICTORIA

INTERVIEW QUESTIONS FOR EMPLOYING PEOPLE WORKING WITH CHILDREN & YOUNG PEOPLE

When recruiting employees, contractors and volunteers, the Victorian Child Safe Standards requires sports to conduct at least one face-to-face or video interview for candidates that will have direct or indirect contact with Children & Young People (**CYP**). It also requires the interviewer to explore issues relating to the candidate's suitability to work with CYP.

To assist you in meeting these requirements, it is suggested that a minimum of 2-3 questions are to be asked during interviews - asking more questions based on how much involvement the role will have with children in croquet. Select 2-3 questions to suit the circumstances applicable to you, ensuring a spread of action and value based questions:

ACTION BASED QUESTIONS

- Can you tell us about your experience in relation to working with Children & 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 harming a Child or Young Person?
- Have you ever had any disciplinary action taken against you in relation to you working with Children & Young People?
- Can you tell us about any Children or Young People you have found challenging to work with? What strategies did you use to handle the challenging behaviour?
- How would you handle a situation where one of the children appears out of sorts and refuses to participate in activities?
- Have you ever dealt with a parent who had concerns about the safety of their child or young person? If so, how did you manage that situation?

VALUES BASED QUESTIONS

- Why do you want to be involved with children at this club? (especially if they have no connection with the club)
- What do you value about children's sport?
- What do you believe are the key values of this club?
 - How do your personal values match this?
- What is your experience with children from diverse backgrounds? i.e. disability, LGBTIQ+, Aboriginal and Torres Strait Islander peoples and multicultural backgrounds
- How would you make them feel welcome, safe and included?
- Would you be open to learning more about ways to include children from diverse backgrounds?