

Sample Questions for Interviews (Children and Young People)

NB. This list of questions is not conclusive, but a sample that could be asked depending on the situation and circumstances. Please do add more general questions in the interview such as:

"why do you want to volunteer/work with children?"

These questions below are designed to explore boundaries and attitudes of those wanting to work with children and young people.

1. How would you handle a child or young person who was being aggressive and challenging towards you personally?
2. Could you tell us about experiences working with children or young people that have been difficult or unpleasant and how did you handle these?
3. What would be your views on a youth worker having a sexual relationship with a girl (over 16) who attends the youth club?
4. What areas would concern you when considering the suitability of a young person to work as a helper in a youth event you were responsible for?
5. How would you respond to a youth asking for advice about embarking on a sexual relationship with a 15 year old girlfriend/boyfriend?
6. Because you are going to be working with children and young people who face problems in the area of drug and alcohol misuse or child abuse, have you any experience which would be relevant in dealing with these issues?
7. Have you ever had any concerns expressed to you about your conduct with children and young people?
8. Have you ever offered to work with children and young people and had your offer declined?
9. Have you ever been involved with police or Children's Social Services in regard to children, either in this country or abroad?
10. Have you ever been involved in court proceedings concerning a child?
11. If you were offered employment, is there anything else we should know in terms of your previous work or relationships with children?
12. What would you do if a young person showed you sexually suggestive text messages sent to her by another youth worker?

Sample Questions for Interviews (Working with Adults)

NB. This list of questions is not conclusive, but a sample that could be asked depending on the situation and circumstances. Please do add more general questions in the interview such as

"Why do you want to volunteer / work with adults?"

These questions below are designed to explore boundaries and attitudes of those wanting to work with adults in need of care and support.

1. Tell me about a time when you have intervened to safeguard an adult?
2. Could you tell us about experiences working with adults that have been difficult or unpleasant and how did you handle these?
3. Give me an example of ... (insert here example of good practice of working with people that you would like to know about).
4. Explain to us why you want to work with adults in need of care and support?
5. Because you are going to be working with adults who face problems in the area of drug and alcohol misuse, homelessness (insert particular area of work), have you any experience which would be relevant in dealing with these issues?
6. Have you ever had any concerns expressed to you about your conduct with vulnerable groups; either children or adults?
7. Have you ever offered to work with children, young people or adults and had your offer declined?
8. If you were offered employment, is there anything else we should know in terms of your previous work or relationships with adults at risk?
9. What are your views on workers having a sexual relationship with a vulnerable person to whom they offer support and care?
10. Do you think it is right to accept gifts in kind or money from a client?