

Appendix A: From the ITFCP

Example Adviser Interview Questions

Must: *In a background check is there anything that would prevent you from working with children?*

1. Motivation for working in education (why teacher/work with children?)
2. Background (cross-checking profile and exploring patterns of movement and employment; work history discussions includes questions about whether renewal of contract was offered at each post so that reasons for non-renewal can be examined; ask about arrests rather than convictions)
3. Attitudes and behaviours (affective questions about family and relationships: “How would you respond to...?” “How would you maintain boundaries appropriate to your role?” etc.
4. Can you give an example of something that you have done that demonstrates your commitment to protecting a child or a young person?
5. Can you give an example of a time when you became aware of someone acting unprofessionally at work? What did you do? How did you feel about what you had to do?
6. Can you give us an example of finding it difficult working with someone [in a team] who did not share your values, beliefs or ideas? Why do you think you found it difficult? How did you feel about it? What did you do to resolve the situation?
7. Can you tell me/ us about a situation when you saw someone at work stretch or bend the rules beyond what you felt was acceptable? What action did you take?
8. What are your attitudes towards child protection – how have these developed over time?
9. What are your feelings about students who make allegations against staff?
10. Can you tell me/us about a time when you had to conform to a policy or procedure you did not agree with - what did you do?
11. Role specific: Ask a question related to the safeguarding requirements for the role applied for.
12. Country specific: Ask a question to probe the applicant’s attitude, values and beliefs related to local culture and practice.
13. If gaps in employment exist: Can you tell us the reasons that you left work for a period of time?