# APPENDIX EIGHT: Child Focussed Recruitment

## Safe Recruitment Process

An accessible version of the flow chart is provided separately.

## Suggested Child Focussed Questions for Interview Process

### Questions should be designed to give information about the:

* Candidate themselves
* Candidate’s views on disciplining ākonga and keeping safe around ākonga
* Candidate’s attitudes
* Candidate’s experiences and relationships in working with ākonga

### Questions that provide information about the candidate themselves:

* All qualifications and experience and how these relate to the role the candidate is applying for.
* The child protection training that the candidate has received
* The training the person has had in child and adolescent development
* Whether complaints have ever been made about the candidate’s professional practice and how they have responded to them
* How they would describe their own personality
* Whether they have ever been convicted of an offence (note: specifically looking for schedule 2 offences under the VCA)
* Whether the candidate has ever been the subject of a complaints procedure during their employment
* Reasons for leaving previous jobs
* Why they applied for this position

Look for:

* Honesty
* An understanding of the needs of children
* A real interest in this job
* Personal awareness

Be wary of:

* A self-view that is very different from how others describe the candidate.

### Questions that explore the candidate’s attitudes:

* Ask whether there has ever been a time when the candidate has had to deal with the following situations, and discuss the process and outcome. If that situation has not arisen, ask what the person would do if:
* Ākonga disclose abuse
* Ākonga lied to them or asked them to keep an inappropriate secret
* Ākonga was cheeky
* Ākonga hit them
* They discovered two ākonga fighting or engaged in sexual play or who had stolen property
* Ākonga invited them to become involved in intimate or touching behaviour
* Ākonga threatened to make a false allegation of abuse about them

Look for:

* Attitudes showing respect for ākonga and an understanding of appropriate ways of interacting with them
* Openness and readiness to involve other people
* A willingness to act on information that suggests ākonga might be at risk

Be wary of:

* Indications of blaming or belittling ākonga

### Questions that indicate the candidate’s views on child safe practice:

* How they believe ākonga should be disciplined
* Their thoughts on being alone on the job with ākonga
* The chances of abuse allegations being made about them, if they were accepted for the job
* How to comfort ākonga who has been hurt or needs consolation

Look for:

* Understanding of safety around ākonga
* Understanding the needs of ākonga
* Understanding professional roles and behaviour

Be wary of:

* Rigid and punitive attitudes

### Questions that describe the candidate’s experiences and relationships in working with ākonga

* What rewarding experiences they have had working with ākonga
* What difficulties they have encountered and how they overcame these
* The exact nature of their previous work with ākonga
* The parts of that work they liked and disliked and the reasons for this
* Whether they have ever taken ākonga they work with to their house and why
* What they think constitutes professional practice when working with ākonga
* Other relationships they have with ākonga outside the working or volunteer environment
* The reason they think they get along with ākonga or why ākonga like them
* The kind of relationships they hope to develop with ākonga and whānau in this organisation

Look for:

* An understanding of boundary issues regarding themselves and ākonga

Be wary of:

* Lack of understanding of boundary issues regarding themselves and ākonga
* Lack of a sense of personal responsibility towards the safety of ākonga

(Questions taken from ‘Safer Recruitment, Safer Children’ – Child Matters & Children’s Action Plan)