

### **Safer Recruitment Interview Form**

Interviews are an important part of our safer recruitment procedure. This form is designed to be used by the interviewer(s), to prompt appropriate questions and to make notes of the answers given to these questions. Please (gently) remind the interviewee that deliberately providing false information could result in the termination of their role as a volunteer. And please fill this form out carefully to keep a record of what you discuss.

Interviewer's name: .....

Interviewer's role: .....

Interviewee's name: .....

Role being interviewed for: .....

Which church is this in? Arborfield / Barkham/ Christ Church/ CTG / Other (eg CAMEO)

Date of interview: .....

Why are you interested in serving in this way?

What in particular do you think you could offer in this role?

Can you give an example of something you have done that demonstrates your commitment to working with vulnerable groups (ie children, young people, and/or adults experiencing or at risk of abuse or neglect)?

Do you have any previous experience of working with children, young people, or vulnerable adults? What did you learn from this experience (including about yourself)?

How do you think you would react if your authority was challenged by someone while you were serving in this role?

(Without breaking any confidences) have you ever faced a safeguarding concern and, if so, what did you do and how was it resolved?

How would you help to make this group a safe place for children, young people, or vulnerable adults?

Are there any outstanding matters that could affect your ability to do this role?

Do you know of any reason(s) why you shouldn't serve in this role or be working with children, young people and/or vulnerable adults?

Are there any outstanding police and/or employment matters which could affect your ability to take up this role?

Are there any other concerns you have about taking on this role, or any questions you would like to ask before you do?

*[For the interviewer]*

Are there any discrepancies or other issues raised by the Application Form that you need to follow up now?

Are there any questions you should ask about the interviewee's church history (they should have declared all the churches they have been part of, with approximate dates) and, in particular, about why they left any of their previous churches?

Signed [Interviewer] ..... Date: .....