



# CHILD SAFE RECRUITMENT GUIDE

## Recruiting for Positions Working with Kids

**The following Child Safe resource is provided as a reference only.**

This document and its content is provided as a guide for your organisation as of July 2020. Your organisation should also consider referencing any information, documents and strategies that might be specifically required for your organisation and relevant to its circumstances, structure and operations.

The information contained in this document is general in nature and should not be considered or relied upon as a substitute for legal advice.

**Please note that references in [square brackets] throughout this document should be tailored for your organisation's policies and procedures.**

Cricket Victoria recommends using this resource with due consideration and consulting a child safe expert or legal advisor to assist with any questions.

## Cricket in Victoria

### Recruiting for Positions working with Kids – Interview Questions

When recruiting employees, contractors and volunteers, Victorian Child Safe Standards require sports to conduct at least one face-to-face or video interview with applicants who will have direct or indirect contact with kids. It also requires the interviewer to explore issues relating to the candidate's suitability to work with kids.

To assist you in meeting these requirements, we suggest that a minimum of 2-3 questions can be asked during interviews, with more questions asked where the role has greater involvement with kids in cricket. Please pick 2-3 questions to suit the circumstances applicable to you:

- Would you tell us about your experience in relation to working with kids?
- How would you handle kids 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 a complaint raised and upheld against you in relation to you working with kids?
- Can you tell us about any kids you have found challenging to work with? What strategies do you use to handle challenging behaviour?
- How would you handle a situation where one of the kids appears out of sorts and refuses to participate in activities?