



### **Considerations for potential interview questions**

EYFS 3.9 'Providers must ensure that people looking after children are suitable to fulfil the requirements of the roles. Providers must have effective systems in place to ensure practitioners, and any other person who is likely to have regular contact with children (including those living or working on the premises) are suitable'.

When recruiting an assistant or apprentice and preparing to interview suitable candidates it can be beneficial to consider questions that are linked to your job specification.

Interviews can be a list of questions, practical task, and scenarios to find out their skills, experiences and knowledge

Areas to consider:

#### **Experience skills and qualifications**

- Previous experience
- Past experiences getting examples
- qualifications
- Right to work in the UK

#### **Safeguarding question**

- Knowledge around how to safeguard children
- Signs and symptoms to look for
- Wider safeguarding considerations
- Knowledge on whistleblowing
- How they would support children displaying challenging behavior

## **Learning and development**

- Knowledge of the EYFS
- Examples of activities and experience that could be provided
- Their interests what their strengths are

## **Health and safety**

- How to keep children safe
- How to keep themselves safe

**Before completing any recruitment we advise you to attend recruitment and selection training.**