Safeguarding Questions for Interviews

Below is a list of safeguarding questions you can select from as you put together interview questions for different roles in your organization.

Watch for:

- Non-verbal cues of no eye contact, shifting in their seat, deflecting the question
- Surprised or defensive about the question
- Not understanding boundaries between a professional role and personal relationship (excessive helpfulness)
- Superficial answers
- A lack of understanding of the concept of safety and safeguarding, even when prompted

Please tailor these questions to include all of the people this person would interact with – children, youth, adults, individuals with a disability and other vulnerable people. This should include athletes of all ages, staff, coaches, officials, and any other roles they would interact with.

- What does safeguarding mean to you, and why is it important in this role?
- What is your understanding of psychological safety?
- What are your core beliefs and values for working with children and youth in sport?
- What do you see as your responsibility to ensure a safe environment, both in person and online?
- Talk about your experience working with children and youth or vulnerable individuals.
- What has been your experience where you identified and responded to a safeguarding concern? How did you handle it?
- If a participant or parent told you about concerning behavior of another member of staff, how would you respond?
- What boundaries do you believe are important when working with children and youth, both in person and online?
- Have you ever had a complaint made against you in relation to working with children or vulnerable individuals?
- What would you do to ensure the facilities you are in are as safe as possible?
- How would you create an environment that is safe, inclusive, and welcoming?

- How would you handle a situation when you are asked to keep silent around a troubling observation or disclosure?
- If you are aware of a person in a power position within your sport mistreating a vulnerable person, how would you respond?
- How do you handle situations that trigger your anger?
- How do you see the correlation between mental health, well-being and success in sport?
- How have you contributed to the mental well-being of children and youth in sport?
- What are your personal boundaries around working with children and youth in sport, both in person and online?