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| **Name:** |  |
| **Position:** |  |
| **Interviewed by:** |  |
| **Date and Time:** |  |

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| Is there anything you need to make us aware of before we conduct this interview, checks and references? | * Yes/No (if yes, please detail) |
| Have you received and read the Safeguarding document? | * Yes/No (if no, then candidate needs to read this before continuing). |
| **QUESTION** | **RESPONSE** |
| Why do you want to work in a school? | * It’s the job, not the school * Teaching children to learn/develop * The job role interests me |
| What do you understand by the term ‘safeguarding the welfare of children’? | * Protecting children from maltreatment * Preventing impairment of children’s mental/physical health or development * Ensuring that children grow up in circumstances consistent with the provision of safe and effective care * Taking action to enable all children to have the best outcomes |
| What do you understand by the term Child Protection? | * Child Protection refers to the activity that is undertaken to protect specific children who are suffering, or are likely to suffer, significant harm. Child Protection is part of safeguarding and promoting welfare. |
| What are the four main categories of abuse? | * Physical abuse, emotional abuse, neglect and sexual abuse (PENS) |
| At Eton who is responsible for promoting and safeguarding the welfare of the pupils? | * It is the duty of all staff to do this |
| Who should the staff contact if they are concerned about the welfare of a child? | * Alice Vicary-Stott, DSL   In her absence –   * Will Evans, Deputy DSL * Stephanie Eyers, Deputy DSL * Paul Williams, Deputy DSL * Ed Yeo, Deputy DSL * (Tommy Foster and Laura Miller-Bridgland \* currently on leave) |
| Who would you report a concern about / allegation against a member of staff to?  Who would you report a low-level concern about a member of staff to? | * The Head Master/Lower Master in the Head Master’s absence * The DSL – Alice Vicary-Stott |
| Have you ever had to deal with a situation where you were concerned about the welfare of a child?  If yes, please elaborate – what was the outcome? | * Yes/No |
| What would you do if a child told you something that concerned you? | * Listen * Brief notes * Do not guarantee confidentiality * Do not ask leading questions * Do not investigate yourself * Discuss with DSL * Follow the Six Rs |
| What are some of the key things to remember as an adult, when working with children? | * Professionalism / Position of trust * Being vigilant and aware at all times * Boundaries * Social media * Touching/ personal space * Favouritism / bullying |
| What would you do if a pupil started asking you questions relating to your personal life? | * Distance myself * Report to Line Manager/DSL * Tell child it is not appropriate * Have other adults present |
| What behaviour between a colleague and a pupil might give you cause for concern? | * Lack of professionalism * Physical touching * Favouritism * Being together in wrong place/context i.e. out of school * Pupils have secret meetings with staff / adults or more 1-to-1 meetings. * Inappropriate social media activity * Exchanging private telephone numbers * Bullying the child * Indications of ‘grooming’ |
| What warning signs might you notice that could mean a child is being abused? | * Sudden behaviour changes * Becoming excessively withdrawn or secretive * A sudden lack of concentration / decrease in grades / drops a certain subject / misses lessons * Fearfulness/anxiousness * Drug or alcohol abuse * Consistent poor hygiene * Unwillingness to change clothes in front of others or participate in physical activities * Being reluctant to go home during school holidays * Talks about wanting to run away * Parents who are dismissive or non-responsive to staff concerns * Unexplained illnesses * Signs of assault or unexplained injuries |
| What warning signs might you notice that could mean a child is being groomed? | * Unexplained gifts or new possessions * Pupils have secret meetings with staff / adults or more 1-to-1 meetings. * Staff may be breaking rules over providing alcohol to children * Inappropriate social media activity * Staff may reward or single out for praise |
| What other safeguarding issues are there? | * Child Criminal Exploitation (CCE) * Child-on-Child Abuse * Child Sexual Exploitation (CSE) * Honour Based Abuse (HBA) * Upskirting * Online Abuse * Radicalisation and extremism |
| What do you think your responsibilities are in ensuring the safety/welfare of the children within the school environment? | * All responsible * Being vigilant at all times * Observing pupils to recognise changes * Position of trust * Never think it wouldn’t happen * Don’t ignore * Report suspicious behaviour * Challenging strangers * Health & Safety * Following school policies * Prevent |
| Do you have any questions about what we have just discussed? |  |