

Beyond the Resume

Hiring for a Culture of Safety

Rethink Your Hiring Process to Protect Children in Care

- Hiring for safety is about more than qualifications and experience
- Standard interview questions often produce rehearsed answers that don't reveal how a candidate will act under pressure
- Shifting focus to character, mindset, and past behaviour uncovers deeper alignment with a culture of safety

What to look for in candidates:

- Empathy and emotional regulation under stress
- Commitment to challenging unsafe practices
- Capacity for self-awareness and reflection
- Courage to prioritise children's wellbeing above all else

Reimagining Your Interview Questions

Ask for real examples, not rehearsed answers. Replace your standard questions with ones designed to probe deeper.

Instead of:

"Why do you want to work with children?"

Try asking:

"Describe a time when a child's situation genuinely challenged you emotionally.

How did you respond?"

Instead of:

"How do you ensure children in your care are safe?"

Try asking:

"Can you give an example of a potential safety risk you identified outside existing policies?

What steps did you take, and who did you involve?"

Instead of:

"Do you prefer working alone or with a team?"

Try asking:

"Tell us about a time you disagreed with a colleague's approach to a child.

How did you ensure the child's wellbeing and dignity remained the priority?"