



Skool Is Out Interview Process



Transparent Interviewing

We adhere to a process of Transparent Interviewing and will provide all candidates with information regarding what they can expect in advance, including an overview of interview questions. We believe transparency helps candidates be better prepared for interview and make informed decisions about the role and expectations.

Preparing for Interview

Candidates are signposted to the following toolkits and guidelines to help prepare for interview:

[Is Care a Career for You?](#)

[Information for people applying to work in Social Services](#)

[The Health and Social Care Standards: My Support, My Life](#)

Recruitment Procedure and Job Descriptions

All candidates are sent details of our Recruitment Policy and a Job Description applicable to the post in advance of any invitation to interview. Our Recruitment Policy outlines the procedures undertaken when recruiting any new member of staff while the Job Description provides a brief overview of the main competencies and expectations of the role.

Interview Format

Our interview format is two-staged, with an initial formal office-based interview where members of our Senior Management Team will discuss the position and ask a series of questions regarding their values, experiences and suitability for the post. Should candidates be successful with the initial formal interview stage, they will be invited to return for a practical, trial session at the club premises to further assess their suitability for the role.

Interview Questions

Our interviews are broken down into three sections, with candidates asked some general 'about me' questions, practical questions based on their experiences ending in an overview of the job role and requirements and providing an opportunity for candidates to ask questions of our interview panel.

Please find a sample of our interview questions below:

Section 1

1. Tell us a bit about yourself in general:
2. What made you apply for this particular area of childcare?
3. Provide details of current employment status:
4. What are your intentions or expectations of a job in after school care?
5. What personal qualities or skills can you bring to the setting?

Section 2

1. Give examples of how you have shown resilience and initiative in a busy childcare environment:
2. How would you maximise outdoor play experiences for children?
3. How have you worked to support and promote individual's rights, choices and wellbeing?
4. What does inclusion, respect and dignity mean to you?
5. How has reflective practice helped you learn and develop in the workplace?
6. Give examples of how you have used learning opportunities to improve your knowledge and practice.

Section 3

1. Have you undertaken a PVG check?
2. Are you registered with any regulatory bodies (e.g. SSSC, GTC etc.)?
3. Do you have any questions on the nature of the job, the terms and conditions or the company?