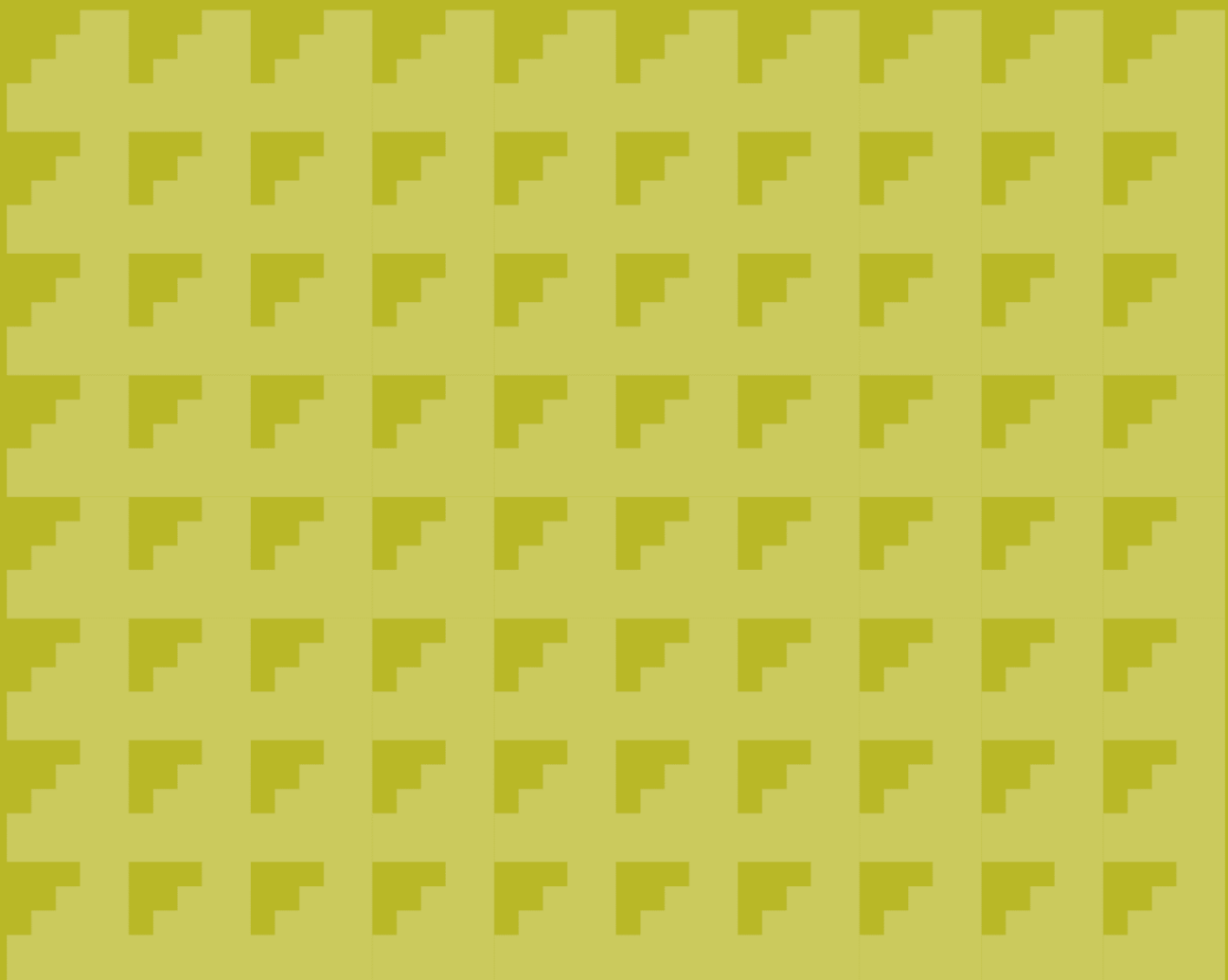


**GREATER
MANCHESTER**

DOING THINGS DIFFERENTLY FOR OUR CHILDREN & YOUNG PEOPLE

Example Interview Questions



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Find out more about the early education and childcare sector by visiting GM Early Education and Childcare Workforce Campaign - Greater Manchester Combined Authority (greatermanchester-ca.gov.uk)

Childcare Practitioner Mock Interview Questions

1. Thinking about your time spent in early years, tell me how you have worked as part of a team?

(Prompts/Additional Questions: Roles, responsibilities, valuing others, reg staff meetings, planning ahead, strong communication skills, listening, respecting others, opinions, sharing ideas and contributing fairly).

2. What is your understanding of the role of the key person?

(Prompts/Additional Questions: Building relationships, record keeping, working with parents, meeting individual needs, individual routines, changing and feeding).

How did you find out about the children's individual needs?

(Prompts/Additional Questions: All about me form, gradual admission, relationships, parents, other agencies, planning, Early Years Foundation Stage, observations, reflect and evaluate).

3. What does equal opportunities mean?

(Prompts/Additional Questions: Individual, respect, race, religion, culture, festivals, boys/girls, sexuality and SEND).

What types of things have you done to promote equal opportunities in your previous jobs?

(Prompts/Additional Questions: Activities, resources, inclusion, layout/access, languages, celebration, community, food and drink and challenge).

4. Tell me some reasons that might impact on children's behaviour being challenging?

(Prompts/Additional Questions: Hungry, tired, change in routine, change in homelife e.g., New Baby, Communication. SEND, Safeguarding Issues and feeling scared).

Share an example of how you supported a child with challenging behaviour?

(Prompts/Additional Questions: Discussion with parents, colleagues, support plans, strategies in place, triggers, reasons behind behaviour, observing the child and support for manager/multi-agency support).

5. How do you build and maintain partnerships between parents and nursery?

(Prompts/Additional Questions: Warm meet and greet, positive body language, show an interest, gradual admission, diary sheet, meeting with parents, staff meetings, planning ahead, valuing your parents, events and ensure all information communication is accessible to all).

6. Tell me what you know about the Early Years Foundation Stage?

How have you used it in your previous work?

(Prompts/Additional Questions: Learning and development requirements, assess requirements, welfare requirements, ratios, staffing, space and information etc, 7 areas of L&D, development matters).

How have you used it in your previous work?

(Prompts/Additional Questions: planning, observation, training, keeping up to date with legislation, awareness of utilising and accessing wider resources i.e., internet, nursery world, journals etc., individual approach).

7. What skills do you have that you can bring to the team?

Any particular interests, hobbies, successes in previous employments etc.?

(Prompts/Additional Questions: Posture, facial expressions, enthusiasm, motivation, to further experiences, improve oneself, to gain valuable experience of working with children from a vast array of cultures/backgrounds, work off own initiatives, specialist training, musical skill and hobbies).

8. You have concerns about a child's safety in the home environment, what action do you take?

(Prompts/Additional Questions: Policy and Procedures, discuss with designated safeguarding lead, aware of confidentiality, aware of signs of abuse/neglect, legislations/acts, every child matters, recordings and teamwork).

You have concerns about a staff member's practice towards the children, what action do you take?

(Prompts/Additional Questions: Referring to allegations policy, refer to manager, refer to Local Authority Designated Officer (LADO), confidentiality, do not share with the team, where appropriate concern should be raised with DSL in setting).

9. Thinking about your previous experience, what have you done to maintain health and safety standards in the nursery?

(Prompts/Additional Questions: Checking Equipment, risk assessments, daily checks, first aid and accidents, continually be aware of risks in the environment, food allergies, medication, allergies, passcodes and entrance.

Nursery Practitioner (2–3-year-olds) Mock Interview Questions

1. Tell me why you want to work with children of this age, and what you feel are the key elements of this role?
2. Tell me your experiences working with children of this age?
3. Explain your thoughts on equality and including all individuals. How important do you think it is to encourage children to understand equality? Describe a time when you have help children to understand and value diversity?
(Response: Everyone is an individual and should be valued for their differences. Children need to understand this to promote a diverse and inclusive society and support children to see the individual differences as diverse and not something to be discriminated against. Celebrate and include all children's religions and beliefs and those relevant to the local community. Talk about everyone's strengths and individual traits and beliefs, provide positive role models and avoid stereotypes. Treat all staff and parents with respect and dignity).
4. Tell me what you have done when a child has told you they were hurt at home?
(Response: this will enable you to ascertain if the candidate understands the basics of safeguarding).
5. Describe how you have ensured the care of the 2-3 year olds meets their emotional security, development needs and interests?
(Response: Key person system, need for their own items e.g. comforter. Good communication with parents. Range of age-appropriate activities. Consulting with children, using observations to plan for individual needs and interests).
6. What does the key person system mean to you?
(Response: Building strong relationships with each child in key group. Responsible for record keeping, communicating with parents, changing and feeding. To ensure the individual needs of the child are met).
7. Tell me what you know about the regulations that govern how the nursery is run?
(Response: Child's welfare and development is paramount, staff/child ratios, floor space, qualified staff requirements, inspections, child's rights, parental

*partnerships and *the Children Act 1989/2004 and the Childcare Act 2006 (England and Wales)/*the Children (Scotland) Act 1995 and Care Standards Act 2002 (Scotland).*

8. Tell me what you know about the *Early Years Foundation Stage (England)/*Curriculum for non-maintained nursery settings (Wales) /Curriculum for Excellence and Realising the Ambition: Being Me.
*(Response: Areas of learning and development, requirements, *Ofsted inspections and registration/ *Care Inspectorate Wales (CIW) and Estyn inspections and registration/ *Care Inspectorate and Education Scotland).*
9. How important are strong partnerships with parents of the children at nursery and why? Describe a time when you have helped build partnerships between parents and nursery.
(Response: Building strong partnerships from day one are important for continuity of care and early learning and maintaining this through daily conversations and information sharing, record sheets/diary, parents' evenings, fundraisers, access to information, parents' notice board. Partnerships with parents and families are important to support home learning).
10. Teamwork is a very important part of nursery life. Describe your experiences of team working and your role in encouraging this
(Response: Building strong partnerships from day one through good communication and joint understanding of child development, individual child's needs and information sharing).
11. What partnerships between other childcare professionals or outside agencies (e.g. health visitors) and the nursery have you observed? Describe when you have communicated with other professionals.
(Responses: Building strong partnerships from day one through good communication and joint understanding of child development, individual child's needs and information sharing).
12. Talk me through key transition periods a child may go through between 0-5 and how you have supported these.
(Response: includes settling into nursery, room changes, family changes e.g. divorce, new sibling, bereavement and moves to school – support with help and information from parents, activities including role play and stories and monitoring all children closely to ensure small signs in change of behaviour are noted and acted on).

13. Sharing information is key to providing a safe, healthy and suitable environment for the children in the nursery. Tell me when and how you have shared information about a child and why. Is there a time you wouldn't share information?
(Response: Talks about partnerships with parents, agencies etc., Data Protection principles, confidentiality, child protection needs etc).
14. Can you tell me when a child's progress check should be conducted and what areas should be included (England only).
(Response: Between 24 and 36 months, the 3 prime areas of learning and areas in which the child is doing well and where they may need further support).
15. How do you ensure that you keep in touch with new thinking and developments in Early Years?
(Response: Nursery world magazine, training, visiting other nurseries, member of NDNA etc).
16. Describe how you encourage self-confidence and independence in the children?
(Response: Self-selection, provide high quality learning opportunities, encourage children to initiate own play, adapt their own environment, put on own coats, wash own hands, go to toilet independently, etc).
17. Why have you applied for this post and why is it suitable for you?
(Response: Opportunity to work with particular age group, feel I am qualified for the position, enthusiastic and motivated, want to develop experiences, want to work for the nursery).
18. Tell me what you have done when a child is biting another child on a regular basis?
(Response: Refer to behaviour management policy. Explain to the child the behaviour is not acceptable. Look into cause of behaviour. Comfort the other child. Inform parents).
19. What do you feel you could bring to the nursery in special interests and skills?
(Response: Enthusiasm, specialist training, caring, particular strengths e.g. creativity, musical skills).