



Interview Advice

Well done for landing an interview. It is good to prepare and use all the experience that you have to show case your skills. Here are some questions to help you with some possible answers.

Questions for all school types

QUESTION	WHAT TO LOOK FOR IN RESPONSES
Why did you apply to be a teacher at this school?	Passion for teaching Alignment of their views with the vision and values of the school Reasons for wanting to work in a particular Key Stage Knowledge of the school gained from pre-interview research Information that has been picked up during visits to your school
What's your understanding of high-quality teaching and learning, and how have you applied this in your own practice?	Understanding of the main characteristics of high-quality teaching Examples of how these have been incorporated into their practice
How do you plan your lessons?	Use of assessment and prior knowledge of the group to understand their prior learning An understanding of how a good lesson fits into a sequence of work and impacts on longer-term learning Understanding of the possible misconceptions and the need to check for and address these



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How do you make sure all pupils are involved in learning? Prompts, if needed: • How have you involved disadvantaged pupils? • How have you involved pupils with SEN? • How have you involved more able pupils?	An explanation of how to use effective questioning with pupils How to use group work Differentiation
What behaviour management policies have you worked with, and what do you consider as having been effective?	Examples of behaviour management strategies and their impact
How have you noticed and motivated a reluctant learner?	An overview of how they identified reluctance, such as through classroom management skills or assessments Explanation of how they engaged with the pupil and their parents/carers
What is the most difficult piece of feedback you have been given, and how did you respond to it?	Evidence of being a reflective teacher who welcomes the views of others
How would you like to see your career develop?	Explanation of how both the school and the candidate will benefit from their appointment Explanation of longer-term ambitions Questioning the panel on possible future opportunities in the school



QUESTION	WHAT TO LOOK FOR IN RESPONSES
What do you understand by safeguarding? How has your understanding developed over time?	Clear description about keeping children safe and putting children first Awareness that it's more than making referrals to social care Understanding of how and why children may be vulnerable Understanding that it is part of a wider school culture Importance of information sharing and record keeping Safeguarding is everyone's responsibility Working with DSL Understanding that 'it could happen here' Importance of training and updating knowledge and understanding Mention of key areas of safeguarding
What do you understand by confidentiality?	Not discussing events or children out of school Understanding of appropriate methods of communication within school Importance of professional information sharing and record keeping Not promising confidentiality to children when they make disclosures Multi-agency working
Can you tell us why you want to work with children?	A realistic appreciation of the challenges involved in working with children Desire to make a difference
How would you promote a culture of safeguarding in your classroom?	Understanding of the importance of building relationships Understanding of behaviour as communication Importance of PHSE/ RSE curriculum Proactive response to behaviour and responding to concerns Working with others including recording and reporting to DSL Recording and sharing low-level concerns
How do you respond to concerns about a colleague?	Clear understanding of low-level concerns as well concerns that meet the harms threshold Puts the child first Understands how and why children may be vulnerable, draws on personal experiences and lessons from others Shows an appreciation of safeguarding issues and an ability to contribute towards a protective environment Shows respect for others' feelings, views and circumstances



QUESTION	WHAT TO LOOK FOR IN RESPONSES
Can you describe an occasion when you had a safeguarding concern about a child? How did it come about? What actions did you take?	Taking a proactive approach and involving relevant individuals Sees it as part of their role (not someone else's responsibility) Shows a good understanding of the issue Up to date with events and legislation
Do you have any other examples of child protection issues that you've dealt with? What did you learn from the experience?	Clear example demonstrating decisive action Following guidance Reflective evaluation of the incident and awareness of strength of practice and areas that could be improved Being clear that they don't have this experience and so would need training