

## **Long Ashton Junior Football Club - Volunteer 'interview' questions**

**Coaches/Managers can use the 4 points below as a crib sheet for speaking to new, potential volunteers about the roles and what is involved.**

1. Read and discuss relevant role profile with new volunteer and talk around the role and vision of the Club and Team.
2. Run through the recruitment process, outline to the new volunteer that we will need them to:
  - Complete an expression of interest form and provide 2 contacts for references
  - Create a FAN number, complete Safeguarding Children training, have a DBS check, sign the code of conduct
3. Team expectations: you can talk about the team's training schedule, matches, admin, time commitment, team communication, behaviour expectations etc.
4. Volunteer expectations: discuss if there are any additional coaching training requirements, first aid training, committee meetings, events.

**The following are example questions you can ask a new volunteer. *Italics are model answers.***

### **1. Tell us about any previous experience you have working with children or young people.**

*"I have previously volunteered as an assistant coach for a local youth football team, where I helped run training sessions and supported children of varying abilities."*

*"I worked as a mentor in a school-based program, which taught me how to communicate effectively with young people and create a positive, encouraging environment."*

### **2. What do you think makes a safe and positive environment for children in sport?**

*"A safe and positive environment starts with clear safeguarding practices, respect, and inclusivity. Coaches should set boundaries, ensure proper supervision, and promote teamwork and fair play. It's important that every child feels valued, supported, and free from discrimination or bullying."*

### **3. What steps would you take to ensure all children feel included, regardless of ability or background?**

*"I would make sure activities are adapted so everyone can participate, provide encouragement to build confidence, and celebrate effort as much as achievement. Communication with parents and understanding individual needs is key, as well as fostering a culture where diversity is respected and inclusion is a priority."*

### **4. Child related scenario: ask the volunteer what they would do in the following situation: 'it's a winter evening and the training sessions finished. A parent has not arrived to pick up their child –what would you do?'**

*(\*model answer - applicant would be expected to say they would stay with the child and contact the parents to find out where they were)*