

Guidance on Warner Questions

BACKGROUND

Warner questions are a result of 'choosing with care' (The Warner Report, 1992) which was established to review selection, development and management of staff in children's homes. This highlighted recruitment as a particular concern. Warner has since been developed for use within all settings working with children and young people.

Warner interview questions have been developed to explore the candidate's motives for working in early years and childcare, their values and behaviours, emotional resilience, ability to cope with stress, deal with anger and to form appropriate professional relationships and maintain boundaries.

Examples of questions that can be used are:

MOTIVE, VALUES, BELIEFS

1. Tell us about yourself, what made you what you are today?

This is an excellent opening question that allows the applicants to tell you about themselves and is also a good ice breaking question.

2. What experiences either in your childhood or adult life led you to want to work with children / young people?

This will help applicants to reflect on why they have chosen to work with children - negatively and positivity.

3. Can you tell us about a time when you or someone you know has been discriminated against (how did it make you feel)?

This allows the applicant to show their understanding of equal opportunities and anti discriminatory issues.

4. How would you deal with someone asking you to do something you totally disagree with? Describe a situation where this has happened?
Supplementary question - how did you deal with it and, on reflection, what did you learn from it?

This encourages the applicant to demonstrate emotional resilience and capacity to challenge in appropriate ways.

Positive Indicators

- Remains consistent under pressure
- Has control over emotions
- Knows when to seek help

Negative Indicators

- Inappropriate responses under pressure or when in charge of others
- Handles conflict badly
- Does not seek help when needed

EMOTIONAL RESILIENCE AND MATURITY

1. Can you give an example of when your authority was challenged?
How did you respond?
What did you do to reflect the situation?
2. Have you been in a position where you witnessed the behaviour of a colleague towards a child that made you feel uncomfortable?
Why were you concerned?
What action did you take?
How was the issue resolved?
3. Safeguarding children is essential. What examples can you give of your work that supports in keeping a safe environment for children?
4. Has there been a time when a child's behaviour caused you concern?
What did you do?
Who else was involved?