

The Sports and Coaching Camp Business Guide

# Interview, teaching check, and references

Add your details and work through this sheet with your team.

Camp / programme

Prepared by

Date

Candidate

Name

Role and interviewers

Details

Same core questions for all candidates

Teaching, judgment, conduct, reliability, and role skills

Teaching demonstration

Task, setup, observations

| Job-related area                 | Evidence observed | Needs follow-up? |
|----------------------------------|-------------------|------------------|
| Explains clearly                 | Facts             | Action           |
| Responds respectfully            | Facts             | Action           |
| Notices and handles risk         | Facts             | Action           |
| Adapts the activity              | Facts             | Action           |
| Follows reporting and boundaries | Facts             | Action           |

Reference

Identity, relationship, verified contact route, date

Questions: What work did you observe? How did the person handle pressure and boundaries? Would you hire them for this role again? What support did they need?

**Qualification verification**

Issuer, result, expiry

**Unresolved concerns**

Facts and follow-up, not gossip

**Decision**

Approve, hold, or decline, with job-related reason

Do not collect irrelevant protected personal information or allow a high sport-skill score to cancel a serious safeguarding concern.