

## APPENDICE P

CatholicCare

### OOHC FORM: Initial Interview Guidelines

**Form number: 94/1**  
**Issued: Jan 2015**  
**Contact: Team Leader**  
**Ph. (02) 8700 3333**

This interview may occur:

- (i) after information night and before training
- (ii) after initial phone call , package sent and information night is not up-coming

Purpose of interview is to spend some time to consider the following:

- (a) explore applicant(s) interest in fostering
  - (b) explain further (if needed) the particular out of home care programs
  - (c) ascertain whether at this stage applicants have a definite preference for a particular program (why?)
  - (d) clarify any gaps or queries applicant (s) may have from Information Night or Information Package and raise any preliminary matters/concerns , if any , which may be evident from initial discussions .
  - (e) explain CatholicCare's role in the big picture – out of home care system .
- In covering these areas it is suggested that the self- evaluation form given to prospective carers at Information Night can be used as a way to open up issues for exploration, issues identified by applicants or workers.
  - Particular areas which are important to cover in terms of applicant(s) suitability to foster / appropriateness for a particular child/ren are :-
    - (a) Legislative Requirements –Employment Screening if applicant(s) proceed to assessment (WWCC and NCC)
    - (b) Accommodation – have they space now? Eg a separate room for child in particular if they are considering longer term fostering, is the environment safe for child/ren , eg pool fenced. Also any likelihood of planned moves.
    - (c) Employment – type, location, hours, flexibility. Particularly in relation to type and age of child sought and program interested in, even if preferences not clear raise implications. Decisions made case by case but emphasise child's needs for security and opportunity to attach are seen as paramount .
    - (d) Relationship – stress crucial for both partners to consider fostering as joint responsibility. Expectation that both attend training. If single any existing or new partners would need be considered if a significant person in applicant's life and if they would need be considered if a significant person in applicants life and if they would be spending regular time with a



child/ren in care. Exploring peoples motivation and feedback from information provided (package and information night discussions ).

- (e) Existing Children in the home – own children, mention school-aged children are interviewed during assessment. Children already in the family – existing family constellations and need to consider impact on all family's including children. The need to consider children's feelings about having foster child / ren in their home and having to share their parent(s) under existing children in the home.
- (f) Infertility – no children by choice or not – infertility issues? Where are they at? How resolved? If currently on IVF/other fertility program/adoption program will not be considered for out of home care programs.
- (g) Household – if share with others, these people are interviewed during assessment. They would also be expected to complete Agency legislative requirements
- (h) Health – any ill health in carers/children which may affect capacity to care? Eg psychiatric condition, back problems affecting capacity to lift young children.
- (i) Commitments – explore with applicants, eg. Community social family and the impact fostering may have.
- (j) Financial – discuss financial assistance (allowances) and also the impact of caring for a child/ren in terms of financial constraints and pressure this may or may not place on the family depending on their circumstances.
  - Discuss the needs of children in Out of Home Care.
  - Ascertain during interview any picture of what child/children applicants have in mind. This may be very preliminary and obviously can change but of value to get applicants to also start thinking of what care they feel they can offer eg length of placements, type of program. Also consider:
    - age range
    - gender
    - ethnicity
    - Child with marked behavioural difficulties/developmental disabilities/learning disabilities/other special needs
  - Issues regarding:
    - Birth parents
    - Religion
    - Sibling group – ages/gender
  - If applicants 'picture' of child/ren raises obvious questions/difficulties, address these. Aim to get applicants to rethink ideas/pursue other sorts of fostering/decide fostering not really suitable for them or reapply later, depending on their circumstances.
  - Outline the training program if applicant(s) recommended to commence. If need be, advise applicants you will discuss their particular situation with the Recruitment Team Leader, the difficulties raised and they will be contacted again to discuss the issues.