Values Based Recruitment



Aims

- What is Values Based Recruitment?
- Why are we doing it?
- What are you looking for?
- Equality and Diversity
- Tips and Discussion



"Right skills, Right values"

- Health Education England aims to develop health and social care staff not only with the right skills and in the right numbers, but with the right values to support effective team working in delivering excellent patient care and experience.
- Every University had to start doing Values Based Recruitment by 31st March 2015



"Values Based Recruitment??"

 A process in which an individual is selected based on their ability to show the values required for their profession

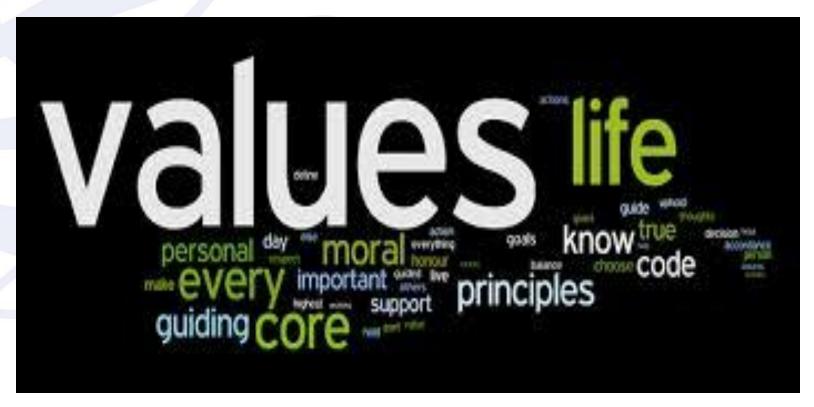


What do we mean by "values"?





What do we mean by "values"?





What values are important to you?

 What values are you looking for in health and social care students?





Our recruitment is based on...

The NHS Values:

- Respect and dignity;
- Commitment to quality of care;
- Compassion;
- 4. Improving lives;
- Working together for patients;





 Could you rank these in order of importance to you?



 How could a student demonstrate your Top 3?

https://www.youtube.com/watch?v=IWLsWUUdNlo



What are your Top Tips?

- ✓ Be consistent
- ✓ Be focused
- ✓ Look for the potential
- ✓ Remember that the students are nervous
- √ Take notes for reference





Any Questions



