

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:

1. Respect and dignity;
2. Commitment to quality of care;
3. Compassion;
4. Improving lives;
5. Working together for patients;
6. Everyone counts.



- **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

