

Value Based Interviewing (VBI) / Value Based Recruitment (VBR)

What is VBI?

VBI is a way of helping organisations to recruit the most suitable people to work with children. It helps employers assess the values, motivations and attitudes of those who are applying for jobs. It focuses on "how" and "why" an applicant makes choices in work and seeks to explore reasons for their behaviour.

The VBI method builds on good recruitment and safeguarding practice. It is not a substitute for good pre-employment checks or sound general recruitment. It relies on an organisational commitment to high standards of safer recruitment and staff training from the top and a culture where children's safety and wellbeing are paramount.

Get started

The first stage of using VBI is to identify and agree your organisational values; these are a collective understanding and way of working. They make sure that everyone does the right things for the right reasons.

Having a collective understanding and agreement of organisational values ensures that everyone does the right things for the right reasons. This common purpose and understanding helps people build great working relationships, helping the employer to achieve their desired outcomes. It also helps everyone to understand what's expected of them and why. Once you have identified and agreed your organisational values it's important to have a process for embedding them.

Recruitment, retention and selection

The VBI forms part of safe recruitment processes but should never be used as a substitute for other recruitment methods. VBI interviews are held separately from standard panel interviews by two VBI trained interviewers. The VBI interviewers will select questions that allow them to use the organisation's values and behaviors to explore a candidate's suitability to work with children. They use active listening skills and a range of questioning and probing techniques to explore a candidate's answers in-depth. A VBI includes exploration of personal values and beliefs by asking specific questions at interview to examine attitudes towards children. Staff attitudes and behaviors must be monitored and supervised post appointment on a continuous basis. Interview rooms should be set up in a more relaxing, less formal style for conducting a VBI.

Supervision, appraisal and progression reviews

Incorporate values-based discussions into your supervision, appraisal and progression reviews. Speak to your people about the organisational values and check they are as appropriate, current and reflected in day to day service delivery. Having a two-way process will help you to explore the continued growth and personal development of your team.