

P9 S9 C1 Fair and Consistent Assessment of Learners Policy

PURPOSE AND POLICY CONSIDERATIONS

We are committed to a systematic approach to assessment of all learners which is fair and open to appeals, and is in accordance with national best practice as advised by QQI and other awarding bodies.

This policy supports the following principles of quality assuring assessment.

1. **Validity:** A valid assessment will measure what it is supposed to measure i.e. only the standards of knowledge, skill or competence required for the module / award should be assessed.
2. **Reliability:** Reliability will ensure the accuracy with which an assessment measures the skill or attainment it is designed to measure. An assessment which is unreliable cannot be valid. A reliable assessment consistently gives the same result under similar conditions. A reliable assessment produces reliable assessment decisions.
3. **Fairness:** A fair assessment in addition to being valid and reliable provides equity of opportunity for participants. Unfairness in assessment is based on unequal opportunities i.e. lack of resources/equipment, inappropriate techniques, inexperienced assessors. For assessment procedures and practices to be fair and equitable for participants the influence of these factors must be taken into account in the design and implementation of assessment.
4. **Transparency:** A transparent assessment policy and procedures will ensure clarity and understanding by all relevant stakeholders. This will include clear and unambiguous definitions and requirements with regard to fairness, consistency, validity and reliability.

DEFINITIONS

Fair: treating people equally without favouritism or discrimination.

Consistent: acting or done in the same way over time, especially so as to be fair or accurate.

SCOPE

This policy applies to learners, staff, clients and other stakeholders who have a current or potential interest in working with us or participating in our programmes.

POLICY STATEMENT

It is our policy to have procedures in place that permit for assessment of all learners which is fair and open to appeals and is in accordance with national best practice as advised by QQI and other awarding bodies. We will ensure that we follow our associated procedures on assessment arrangements and internal monitoring of their fair and consistent implementation.

PROCEDURES AND PRACTICES

Fair and Consistent Assessment of Learners procedures that follow this overview, as listed below;

1. Any infractions of this policy in relation to communication will not be tolerated and management will act quickly in correcting the issue if the policy or procedures are not followed,
2. Any employee found to have violated this policy may be subject to disciplinary action, up to and including termination of employment.

COMMUNICATION PLAN

Stakeholders are informed about the Fair and Consistent Assessment of Learners Policy at induction.

CONTACT INFORMATION

Lisa O Connell
Managing Director
lisa@forustraining.ie