

Diversity and fair assessment

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Aims and objectives

- To share our approach to making sure the SQE assessment process is fair
- To discuss the challenges in making sure fairness and freedom from bias are embedded in professional assessment and reflect on how to achieve this
- To reflect on aspects of your own identity/diversity and relate this to the legal profession

Exercise

- An exercise to reflect on your own identity and diversity and how this has impacted on your career and your life
- Which group do you belong to?

Group discussion

- What are the challenges in delivering assessments which are fair to all?
- How do you overcome these challenges?
- What do you currently have in place at your university or organisation to make sure fairness is embedded in your assessments?

Kaplan's approach to fair assessment

Where we are now:

- Considering the results from the ongoing pilots
- Thinking ahead about our training needs - appointment of an external equality, diversity and inclusion consultant
- Building on our experience from the Qualified Lawyer Transfer Scheme

Next steps:

- Considering the context of scenarios and questions
- Preparing to recruit a diverse group of assessors
- Planning to deliver unconscious bias training
- Thinking about the provision of reasonable adjustments
- Putting in place arrangements for ongoing monitoring

Questions