MRCPUK
Membership of the Royal Colleges of Physicians of the United Kingdom

'Fair Assessment: Are my judgements unbiased?' Equality and Diversity Training for PACES Examiners

FAQs

What is 'Fair Assessment: Are my judgements unbiased?'

Fair Assessment is a bespoke online equality and diversity (E&D) training module created especially for MRCP(UK) PACES examiners. It was developed to ensure that examiners have undergone E&D training specific to their role as assessors in the clinical examination.

The learning objectives are:
- identify, in practical contexts, the different protected characteristics and forms of discrimination described by the Equality Act 2010;
- reflect on any assumptions and biases you may have about candidates or colleagues when assessing trainees;
- learn how to apply this understanding to your own professional practice in assessment situations and elsewhere

Do I have to do it?

Completion of fair assessment will be mandatory for all PACES examiners in the UK by the end of 2023. Currently all new UK examiners , all UK Chairs of examiners, and all UK examiners assessing in international centres must complete the training before they examine.

How is it different from other E&D training?

Fair Assessment is different from the more general training you may have completed as part of your employment, or as part of another training related role. Fair Assessment looks at the principles of equality that examiners and assessors should use when making academic judgements, and how stereotypes and unconscious bias may affect them. It is very specific to your role as a PACES examiner. It was created by PACES examiner, for PACES examiners, ensuring that the content is relevant to you and the activities you undertake as an examiner.

What if I have completed other E&D training?

We expect that most, if not all, examiners will have completed other E&D training, but this is not a substitute for completing Fair Assessment as other training will not be specific to the PACES examiner role.

What if I fail the training?

It is not possible to fail the training, and there is no summative test. Instead the focus is on raising awareness of unconscious biases you may have. It can also support you in recognising and challenging any such biases in your fellow examiners.

What do I need to do?

The training contains 4 "scenario group" modules, and you need to complete one of these groups. Each group contains a range of scenarios to challenge your thinking in examination situations. There is also an optional (refresher) module to remind you of the basic principles, concepts and terminology.

How long does it take?

The average completion time is 50 – 60 mins for one scenario group. You can pause the training at any point and come back to complete the module at a later time if required.

How do I register?

To register initially you will need a code from your College. Once you have this you can create an account at https://mrcpuk.helmlms.com. You do not need a code from each College you examine for.

How do I log in?

As part of creating your account you will be asked for an e-mail address, and to set a password. This e-mail and password combination will be your log in details which you will need each time you access the training. Once you have created your account and log in details, you do not need the code issued by the College again.

I've forgotten my code

If you have already created an account, you can just log in with your e-mail address and password. If you have not yet registered, you can get a reminder of your code from your College.

I've forgotten my password

If you have forgotten your password, you can reset if from the log in page.

My e-mail address has changed

If you need to update your e-mail address you should log in using the email address you registered with initially and you can then update your e-mail address in the My Details section under your name on the top right-hand side of the screen.

Does it attract CPD points?

Completion attracts 1 CPD point

How do I provide evidence I have completed the training?

Once you have completed a module, you can download a certificate for your portfolio.

Will I have to repeat it?

PACES examiners are asked to complete one module every three years.