


Avoiding grade challenges on ‘unconscious bias’

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Schools can prepare now for these kinds of challenges by ensuring that they have clear written evidence readily available which:

- demonstrates that all relevant staff have actively engaged in training and been offered support on avoiding conscious and unconscious bias and the importance of objectivity in decision making
- records how evidence was used to arrive at a fair and objective grade which is free from bias
- evidences how the internal standardisation process ensured different perspectives and removed or reduced opportunities for bias
- shows that any individual concerns or complaints regarding bias and objectivity have been thoroughly investigated

Our team of education and HR experts have extensive experience of supporting schools and academies on these kinds of issues. Contact our Head of HR Services, [Emma Hughes](#), to find out more about our online staff training and self-directed learning pack on conscious and unconscious bias and objective decision making.

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Related expertise

