

**Assessment Principles**

All RPS assessments are built on the following principles to ensure they meet the highest quality standards, remain in line with best practice, and are designed in the best interests of candidates and patients

	<b>Principle</b>	<b>How do we achieve this?</b>
<b>Valid</b>	RPS assessments must effectively assess what they are designed to assess.	We ensure effective alignment and mapping of our assessments with underlying curricula and syllabi.
<b>Fair</b>	RPS assessments are delivered in the same way, regardless of who or where the candidate is.	<p>We use robust standard operating procedures for assessment delivery.</p> <p>We have robust governance structures in place to ensure the quality of our assessments.</p> <p>We have processes in place for candidates to challenge assessment outcomes where there has been a procedural or administrative error.</p>
<b>Reliable</b>	RPS assessments are designed so the outcomes of assessments are repeatable and can be trusted.	<p>We ensure our assessment criteria and definition of the standard are clearly defined and consistently applied.</p> <p>We train our assessors so that they understand the standard and assessment criteria.</p> <p>We quality assure assessors to ensure marking remains in line with the standard and is the appropriate application of the assessment criteria.</p>
<b>Transparent</b>	RPS assessments are not a mystery to candidates- they know what the assessment will be like and how they will be assessed.	<p>We produce detailed candidate guidance documentation which includes exemplar assessment materials and the assessment criteria so candidates know how they will be judged.</p> <p>We are open with how we set the passing standard for our assessments.</p>
<b>Authentic</b>	RPS assessments emulate real-life clinical practice.	We ensure assessment developers are trained to create realistic and authentic assessment materials based on their real-life practice.
<b>Inclusive</b>	RPS assessments are designed so any candidate, regardless of who they are, can demonstrate their competence	<p>We have guidance and processes in place so candidates with a disability can apply for reasonable adjustments to be made to their assessment.</p> <p>We have systems and training in place to mitigate unconscious assessor bias.</p> <p>We monitor attainment of different candidate groups and share this data.</p>
<b>Deliverable</b>	RPS assessments are designed to be easily delivered.	We ensure that our assessments and processes are designed so candidate experience is optimised and assessments can be delivered easily to the required scale.

# ROYAL PHARMACEUTICAL SOCIETY

<b>Multi-faceted</b>	RPS assessment programmes use a range of assessment types	We design assessment programmes to incorporate a range of formative and summative assessment techniques to paint a broad assessment picture.
<b>Evidence-based</b>	RPS assessments are evidence-based	We ensure our assessments are in line with best practice for medical assessments.  We review our assessment periodically to ensure they remain current.