



EVIDENCE METHODS FOR INCLUSIVE ASSESSMENT

BRITISH INSTITUTE OF ASSESSMENT PROFESSIONALS

Choose the method that proves competence fairly — convenience should never drive the evidence decision

METHOD	BEST SUITED FOR	INCLUSIVE CONSIDERATION
Five evidence routes	What each method proves well	What to think about for learner access
Observation	Practical performance in a real work context	Plan activity to reduce anxiety without coaching the learner
Professional Discussion	Decision-making, knowledge and reflective practice	Supports learners who express themselves better verbally
Work Products	Real occupational activity demonstrated over time	Confirm individual contribution with follow-up questions
Digital Evidence	Access and efficiency across dispersed or shift-based roles	Set expectations around consent and data protection
Witness Testimony	Activity the assessor cannot observe directly	Ensure testimony is specific, not a generic endorsement

Inclusive assessment does not make evidence easier to achieve.
It removes barriers created by assessment design.



Supporting assessors to make every learner's evidence count

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