

Activity 5.1.1 What is a Fair Evaluation?

Learning Materials

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1. Trainer Input (Short Concept Card)

Title: What is a Fair Evaluation?

Core Message:

A fair evaluation in caregiving is a shared, inclusive, and transparent process in which all participants: formal caregivers, informal carers, and people in need of care, are actively involved and equally respected. It supports learning, cooperation, and improvement rather than judgment.

Key Elements:

- Inclusion of all perspectives
- Equal voice in decision-making
- Respect for individual experiences
- Transparency in processes and outcomes
- Focus on improvement, not blame

2. Reflection Prompt Sheet (Participant Handout)

Title: Reflecting on Fair and Unfair Evaluation

Instructions: Think about your own caregiving experience (personal or observed).

Guiding Questions:

- 1. Can you recall a situation in which an evaluation felt unfair?**
 - What happened?
 - Who was involved?
 - Why did it feel unfair?
- 2. Can you recall a situation in which an evaluation felt inclusive or fair?**
 - What made it fair?
 - Who had a voice?
- 3. What was the difference between the two situations?**

3. Group Discussion Card (Small Group Use)

Task: Discuss your reflections in pairs or in small mixed groups.

Discussion Focus:

1. What makes an evaluation fair in caregiving?
2. Who should be involved in the evaluation process?
3. What happens when someone is excluded?

Output:

- Agree on 3 key principles of fair evaluation.

Key Principles Card (Summary Handout / Slide)

Title: **Key Principles of Fair Evaluation**

At the end of the activity, present or distribute:

- **Respect:** All individuals are treated with dignity and their experiences are valued
- **Equal Voice:** Everyone involved has the opportunity to express their views
- **Transparency: Decisions and processes are clear and understandable**
- **Inclusion:** No stakeholder is excluded from evaluation
- **Shared Responsibility:** Evaluation is a collaborative process