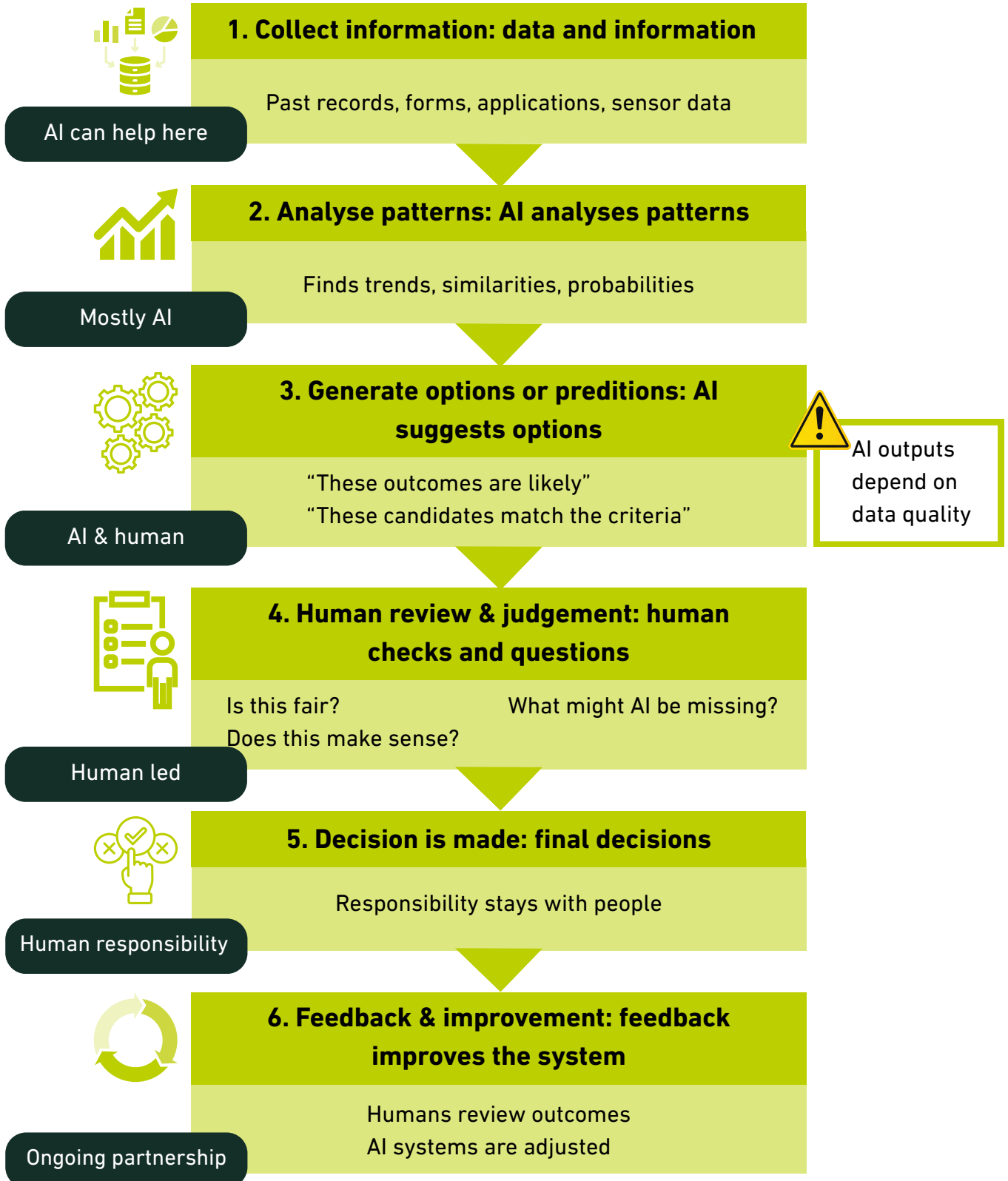


AI in the World of Work

Further reading



Where AI fits into decision making



AI in the World of Work

Further reading



Where bias enters AI systems

Real world: The world isn't neutral

Inequality already exists in society.

Bias risk:

- Historical discrimination
- Unequal access or treatment

AI reflects the world it learns from

Data collection: What data is used?

Bias risk:

- Some groups missing or under-represented
- Data reflects past unfair decisions

Data labelling & design: Human choices shape the system

Bias:

- Labels depend on human judgement
- Designers decide:
 - What counts as "success"
 - Which features matter

Bias can be built in before AI is trained

AI model outputs: Patterns, not understanding

Bias risk:

- AI repeats patterns it finds
- Learns correlations, not fairness

If the data is biased, outputs will be too.

Human decisions & use: How results are used

Bias risk:

- Over trusting AI suggestions
- Not questioning outcomes
- No appeals or review process

How bias can be reduced

- Diverse data and teams
- Human review and challenge
- Transparency and checks
- Regular feedback and improvement

AI in the World of Work

Further reading



GDPR principles in education when using AI

1. Lawful, fair and transparent

Use personal data legally. Be clear about how and why AI is used.

Education & AI:

Tell students and staff if AI tools process their data.

2. Purpose limitation

Collect data for a clear reason; don't reuse it for something new without a reason.

Education & AI:

Data given to AI for learning support shouldn't be reused for monitoring or profiling.

3. Data minimisation

Only use the data you actually need.

Education & AI:

Avoid putting names, IDs, or sensitive details into AI tools.

4. Accuracy

Personal data must be correct and up to date.

Education & AI:

Check AI supported records or insights before acting on them.

5. Storage limitation

Don't keep personal data longer than necessary.

Education & AI:

Know how long AI systems store prompts, logs, or outputs.

6. Integrity & confidentiality

Keep data safe and secure.

Education & AI:

Only use approved AI tools with appropriate safeguards.

7. Accountability

Organisations must show they follow the rules.

Education & AI:

Schools and colleges remain responsible; not AI.

Additional resources



Toolkit