



Australian Government

**Assessment Requirements for CSCORG030
Manage gender diversity and identity needs
in a correctional facility**

Release: 1

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Modification History

Release 1. This is the first release of this unit of competency in the CSC Correctional Services Training Package Release 3.0

Performance Evidence

Evidence required to demonstrate competence in this unit must be relevant to and satisfy all of the requirements of the elements and performance criteria on at least one occasion and include:

- applying legislation, regulations and organisational policies, procedures and practices relating to offenders, offender services, equity and diversity
- identifying opportunities for diversity training and awareness programs for staff
- using suitable and appropriate language and terminology
- identifying needs of gender diverse individuals and groups
- identifying people to support integration of gender diverse individuals in the population
- developing and documenting strategies and policies to address the needs of gender diverse individuals and groups
- facilitating flexible management strategies to enable psychological and physical safe access to shared facilities
- consulting with key stakeholders including key advocacy groups and support agencies
- ensuring accommodation and additional services appropriate to the needs of the individual are selected
- determining and monitoring security and safety risks of offenders with gender diversity and identity needs
- establishing and managing a complaint/reporting procedure
- managing incidents that don't align with organisational strategic direction and policy
- reviewing and evaluating gender diversity strategies and policies to determine their effectiveness.

Knowledge Evidence

Evidence required to demonstrate competence in this unit must be relevant to and satisfy all of the requirements of the elements and performance criteria and include knowledge of:

- legislation, regulations and organisational policies, procedures and practices relating to offenders, offender services, equity and diversity including:
 - complaint reporting
 - codes of conduct
 - organisational values

- organisational strategic direction
- diversity training and awareness programs
- suitable and appropriate language and terminology
- key advocacy groups and support agencies
- group and individual needs of gender diverse offenders
- nature of harassments and complaints relating to gender diversity and identity
- networks and liaison protocols
- effective communication strategies
- security and safety risks including:
 - accommodation
 - psychological and physical safe access to shared facilities
- support services including:
 - welfare officers
 - pre-release
 - external providers.

Assessment Conditions

Assessors must hold credentials specified within the Standards for Registered Training Organisations current at the time of assessment.

Assessment must satisfy the Principles of Assessment and Rules of Evidence and all regulatory requirements included within the Standards for Registered Training Organisations current at the time of assessment.

Assessment must occur in workplace operational situations. Where this is not appropriate, assessment must occur in simulated workplace operational situations that reflect workplace conditions.

Assessment processes and techniques must be appropriate to the language, literacy and numeracy requirements of the work being performed and the needs of the candidate.

Resources for assessment must include access to:

- a range of relevant exercises, case studies and/or simulations
- acceptable means of simulation assessment
- applicable documentation, including workplace procedures, regulations, codes of practice and operation manuals
- relevant materials, tools, equipment and PPE currently used in industry.

Links

Companion Volume implementation guides are found in VETNet -

<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=114e25cd-3a2c-4490-baae-47d68dcd2fde>