



Australian Government

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

Application

This unit describes the skills and knowledge required to manage gender diversity and identity needs within a correctional facility.

It includes fostering the workforce culture to value equitable inclusiveness, supporting the organisational strategic direction on gender diversity and identity needs, and providing a safe environment for gender diverse individuals.

This unit applies to those working in a management role within justice services.

The skills and knowledge described in this unit must be applied within the legislative, regulatory and policy environment in which they are carried out. Organisational policies and procedures must be consulted and adhered to, particularly those related to offenders, offender services, equity and diversity.

Statutory/legislative requirements apply to this unit and may vary across states and territories. Users are required to check with the relevant jurisdiction for current requirements.

Pre-requisite Unit

Not applicable

Competency Field

Organisational administration and management

Unit Sector

Not applicable

Elements and Performance Criteria

ELEMENTS

PERFORMANCE CRITERIA

Elements describe the essential Performance criteria describe the performance needed to

outcomes.

demonstrate achievement of the element.

1 Foster the workforce culture to value equitable inclusiveness

- 1.1 Identify opportunities for diversity training and awareness programs to support staff understanding of gender identity issues
- 1.2 Use appropriate language and terminology when engaging with or referring to gender diverse groups and individuals
- 1.3 Develop initiatives to facilitate links with key stakeholders or agencies for support
- 1.4 Encourage a harmonious and supportive work environment by valuing a diverse workforce

2 Support strategic direction

- 2.1 Identify needs of gender diverse individuals and groups against organisational resources and develop and document strategies to address gaps
- 2.2 Review equitable strategic policy in consultation with stakeholders, including key advocacy groups and support agencies
- 2.3 Ensure legislative and regulatory requirements regarding equity and diversity are supported and maintained in the workplace
- 2.4 Monitor effectiveness of strategic policy with key stakeholders and provide feedback in accordance with organisational procedures
- 2.5 Respond to and manage behaviours that do not align with organisational strategic direction and policy

3 Provide a safe environment for gender diverse individuals

- 3.1 Identify the demographic profile of the prison population to determine security and safety risks
- 3.2 Consult with key individuals to identify others to support integration of gender diverse individuals in the population
- 3.3 Identify services to meet the needs of the individual in line with recognised security and risk protocols, and legislative requirements
- 3.4 Manage allegations of harassments and complaints appropriately and in a timely manner in accordance with

organisational policy and procedures

- 3.5 Facilitate flexible management strategies to enable psychological and physical safe access to shared facilities

Foundation Skills

Foundation skills essential to performance are explicit in the performance criteria of this unit of competency.

Range of Conditions

Range is restricted to essential operating conditions and any other variables essential to the work environment.

Non-essential conditions may be found in the Companion Volume Implementation Guide.

Unit Mapping Information

This is a new unit. No equivalent unit.

Links

Companion Volume implementation guides are found in VETNet - <https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=114e25cd-3a2c-4490-baae-47d68dcd2fde>