



Australian Government

Assessment Requirements for CSCORG006

Work effectively with culturally diverse offenders and colleagues

Release: 1

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Modification History

Release	Comments
1	These Assessment Requirements were released in CSC Correctional Services Training Package release 1.0 and meet the Standards for Training Packages.

Please refer to the advice in the CSC Assessment Guide.

Performance Evidence

Evidence required to demonstrate competence must satisfy all of the requirements of the elements and performance criteria. If not otherwise specified the candidate must demonstrate evidence of performance of the following on at least one occasion.

- applying culturally respectful practices in the workplace to demonstrate respect and inclusiveness of culturally diverse people in all work practices
- sensitively and respectfully communicating with persons of diverse backgrounds and cultures
- forming effective workplace relationships with co-workers and colleagues of diverse backgrounds and cultures
- participating in identifying and implementing culturally safe work practices
- using effective strategies to address and eliminate discrimination and bias in the workplace
- using basic conflict resolution and negotiation skills

Knowledge Evidence

Evidence required to demonstrate competence must satisfy all of the requirements of the elements and performance criteria. If not otherwise specified the depth of knowledge demonstrated must be appropriate to the job context of the candidate.

- cultural influences and changing cultural practices in Australia and their impact on diverse communities that make up Australian society
- own cultural conceptions and pre-conceptions and perspective of diverse cultures
- impact of cultural practices and experience on personal behaviour, interpersonal relationships, perception and social expectations of others
- culture as a dynamic social phenomenon
- culture as a range of social practices and beliefs evolving over time
- that the word 'normal' is a value-laden, excluding concept that often precludes acknowledgment of the diversity of people, their life experience and situations
- the unique way individuals may experience a culture and respond to past experiences
- the principles of equal employment opportunity, sex, race, disability, anti-discrimination and similar legislation and the implications of work and social practices
- availability of resources and assistance within and external to the organisation in relation to cultural diversity issues
- the role and use of language and cultural interpreters

Assessment Conditions

Valid assessment of this unit requires a workplace environment or one that closely resembles normal work practice and replicates the range of conditions likely to be encountered by an individual when working with colleagues and offenders.

Assessors must satisfy the NVR/AQTF mandatory competency requirements for assessors.

Links

GSA website - <http://www.govskills.com.au>

CSC Assessment Guide -

<http://www.govskills.com.au/guides/correctional-services/assessment-guide>

CSC Knowledge Guide -

<http://www.govskills.com.au/guides/correctional-services/knowledge-guide>

CSC Implementation Guide -

<http://www.govskills.com.au/guides/correctional-services/implementation-guide>