



Australian Government

CSCORG030 Manage gender diversity and identity needs in a correctional facility

Release: 1

CSCORG030 Manage gender diversity and identity needs in a correctional facility

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>

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

Modification History

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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

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