



Higher National Unit Specification

General information for centres

Unit title: Working with Asylum Seekers and Refugees: Promoting Equality and Diversity

Unit code: F3S1 34

Unit purpose: This Unit is designed for those who are working, or plan to work, either as volunteers or in paid employment, for an agency or organisation which provides support to asylum seekers and/or refugees. This Unit will normally be delivered as part of the Professional Development Award level 7: Working with Asylum Seekers and Refugees. In this Unit candidates will gain knowledge of current legislation relating to equality and the impact of discrimination and harassment on asylum seekers and refugees. Candidates will also be required to explore their own personal value base and the policies and procedures in their workplace.

On completion of the Unit the candidate should be able to:

- 1 Explain the legislation and policy underpinning equality and diversity.
- 2 Explore the impact of discrimination on asylum seekers.
- 3 Explain how equality and diversity can be promoted in the provision of services to asylum seekers and refugees.

Credit points and level: 1 HN credit at SCQF level 7: (8 SCQF credit points at SCQF level 7*)

**SCQF credit points are used to allocate credit to qualifications in the Scottish Credit and Qualifications Framework (SCQF). Each qualification in the Framework is allocated a number of SCQF credit points at an SCQF level. There are 12 SCQF levels, ranging from Access 1 to Doctorates.*

Recommended prior knowledge and skills: Candidates should have good communication skills, both written and oral. These could be evidenced either by the achievement of nationally recognised qualifications for example. In addition to proven communication skills candidates should have real work experience, paid or voluntary, of providing services to asylum seekers and/or refugees.

Core Skills: There is no automatic certification of Core Skills or Core Skills components. However, there are opportunities to gather evidence towards aspects of the Core Skill of *Communication* (oral and written) and *Working with Others* in this Unit.

General information for centres (cont)

Context for delivery: If this Unit is delivered as part of a Group Award, it is recommended that it should be taught and assessed within the subject area of the Group Award to which it contributes. This Unit forms part of the *PDA Working with Asylum Seekers and Refugees*.

Assessment: There are three assessments in this Unit. Outcome 1 may be assessed by a series of structured questions; Outcome 2 by a case study which could be based on an individual or group with whom the candidate is working; Outcome 3 by a report based on the candidate's workplace in which they are asked to explore their own values and describe a conflict of values when working with an individual or group, with reference to workplace policies in relation to equality and diversity.

Higher National Unit specification: statement of standards

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The sections of the Unit stating the Outcomes, Knowledge and/or Skills, and Evidence Requirements are mandatory.

Where evidence for Outcomes is assessed on a sample basis, the whole of the content listed in the Knowledge and/or Skills section must be taught and available for assessment. Candidates should not know in advance the items on which they will be assessed and different items should be sampled on each assessment occasion.

Outcome 1

Explain the legislation and policy underpinning equality and diversity

Knowledge and/or Skills

- ◆ Principles of equality and diversity
- ◆ Policy underpinning equality and diversity
- ◆ Strands of equality
- ◆ Legislation relating to race equality
- ◆ Legislation relating to gender equality
- ◆ Legislation relating to disability discrimination
- ◆ Legislation relating to religious hatred

Evidence Requirements

Candidates will need to provide evidence to demonstrate their Knowledge and/or Skills by showing that they can:

- ◆ define the principles of equality and diversity
- ◆ identify relevant policy underpinning equality
- ◆ explain one relevant piece of legislation for each strand of equality given above (race, gender, disability, religion)

Assessment Guidelines

Outcome 1 may be assessed by a series of structured questions

Higher National Unit specification: statement of standards (cont)

Unit title: Working with Asylum Seekers and Refugees: Promoting Equality and Diversity

Outcome 2

Explore the impact of discrimination on asylum seekers and refugees

Knowledge and/or Skills

- ◆ Issues surrounding culture, race, ethnicity in the asylum seeking community
- ◆ Direct and indirect discrimination in relation to asylum seekers
- ◆ Impact of multiple discrimination
- ◆ Impact of victimisation and harassment on asylum seekers
- ◆ Roles and responsibilities of individuals, agencies and organisations in relation to discrimination
- ◆ Reporting and recording incidents
- ◆ Communication and joint working within and between agencies to tackle discrimination

Evidence Requirements

Candidates will need to provide evidence to demonstrate their Knowledge and/or Skills by showing that they can:

- ◆ describe the impact of discrimination and harassment on an individual
- ◆ explain how to respond to individuals who may have been discriminated against
- ◆ explain own role in relation to organisational policy and procedures

Assessment Guidelines

Outcome 2 assessment could take the form of a case study taken from a work setting. Evidence should be generated through responses to questions based on this case study. Scenarios should start from a situation where candidates have to identify if discrimination has taken place and move on to appropriate responses to individuals who have been discriminated against.

Outcome 3

Explain how equality and diversity can be promoted in the provision of services to asylum seekers and refugees

Knowledge and/or Skills

- ◆ Concepts such as social justice, equality, confidentiality, individuality and access to services based on individual need
- ◆ Equality and diversity policy at organisational level
- ◆ Organisational culture and climate
- ◆ Responsibilities of individuals in relation to equality and diversity
- ◆ Impact of personal values
- ◆ Value conflicts in relation to promoting diversity and respecting others beliefs
- ◆ Sources of support available to staff working in this field

Higher National Unit specification: statement of standards (cont)

Unit title: Working with Asylum Seekers and Refugees: Promoting Equality and Diversity

Evidence Requirements

Candidates will need to provide evidence to demonstrate their Knowledge and/or Skills by showing that they can:

- ◆ describe workplace policy in relation to equality and diversity
- ◆ explore personal values in relation to equality and diversity
- ◆ identify organisational culture within their own workplace
- ◆ identify a value conflict
- ◆ identify at least two recommendations which could influence organisational change

Assessment Guidelines

Outcome 3 may be assessed by an extended response in the form of a report with recommendations for change which could be based on the candidate's workplace.

Administrative Information

Unit code:	F3S1 34
Unit title:	Working with Asylum Seekers and Refugees: Promoting Equality and Diversity
Superclass category:	PN
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History of changes:

Version	Description of change	Date
02	Minor amendments to Evidence Requirements for Outcome 1.	08/07/09

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Higher National Unit specification: support notes (cont)

Unit title: Working with Asylum Seekers and Refugees: Promoting Equality and Diversity

This part of the Unit specification is offered as guidance. The support notes are not mandatory.

While the exact time allocated to this Unit is at the discretion of the centre, the notional design length is 40 hours.

Guidance on the content and context for this Unit

This Unit is designed for those who are working, or plan to work, either as volunteers or in paid employment, for an agency or organisation which provides support to asylum seekers and/or refugees. This Unit will normally be delivered as part of the Professional Development Award level 7: Working with Asylum Seekers and Refugees. In this Unit candidates will gain knowledge of current legislation relating to equality and the impact of discrimination and harassment on asylum seekers and refugees. Candidates will also be required to explore their own personal value base and the policies and procedures in their workplace.

Outcome 1

Introduces candidates to the strands of equality, and the range of legislation and policy promoting equality and diversity.

Diversity is about recognising that everyone is different in a variety of visible and non-visible ways. It is about creating a culture and practices that recognise, respect and value difference. Equality is one of the guiding principles of the Scottish Parliament. Responsibility for equality legislation is reserved to Westminster, but The Scotland Act (1998) gives the Scottish Parliament power to encourage equal opportunities, particularly the observing of the equal opportunities requirements.

Strands of Equality: the Act defines equal opportunities as: ‘the prevention, elimination or regulation of discrimination between persons on grounds of sex or marital status, on racial grounds, or on grounds of disability, age, sexual orientation, language or social origin, or of other personal attributes, including beliefs or opinions, such as religious beliefs or political opinions’.

In September 1999, the Scottish Executive published ‘Making It Work Together: a Programme for Government’ which stressed a commitment to promoting equality for all and the Executive’s determination to place equality at the heart of policymaking. The strategy summarises the experiences of inequality and discrimination faced by some groups in Scotland on the grounds, for example, of age, disability, gender, race, religion or belief, or sexual orientation. The strategy recognises that there are differences both within and between those groups. Common features are:

- ◆ restricted access to employment, goods, services, and other material resources
- ◆ under-representation in senior positions in work, professions and business
- ◆ under-representation in political and public life
- ◆ experience of direct, indirect and institutional discrimination
- ◆ experience of abuse and violence

Higher National Unit specification: support notes (cont)

Unit title: Working with Asylum Seekers and Refugees: Promoting Equality and Diversity

Relevant legislation includes:

- ◆ Race Relations Act 1975,2000
- ◆ Disability Discrimination Act 1995
- ◆ Sex Discrimination Act 1975
- ◆ Equality Act 2006

Outcome 2

Introduces candidates to the impact of discrimination on asylum seekers and refugees.

Direct Discrimination is where a person is treated less favourably than another in a similar situation on a protected ground.

Indirect Discrimination is where a rule or practice is applied across the board, but it operates to particularly disadvantage a protected group when compared to others outside the group, unless the rule is needed to achieve a legitimate aim, and the means of achieving that aim are appropriate and necessary.

Multiple discrimination occurs when a person is subjected to discrimination on more than one ground and the grounds interact with each other in such a way that they are completely inseparable.

Victimisation is where an individual who has sought to enforce their rights, or helped another to do so, and as a result, is treated less favourably than others who have not complained.

Harassment is where an individual is subjected to unwanted conduct on a protected ground which has the purpose or effect of violating their dignity or of creating an intimidating, hostile, humiliating or offensive environment.

Outcome 3

Requires candidates to examine their own values in relation to discrimination and examine their own workplace policies to suggest changes/improvements.

Candidates are required to show knowledge and understanding of values from a personal perspective. Candidates need to develop a reflective approach allowing them to identify the impact of their own personal value base on their work. An understanding of how attitudes and values are established and can be changed should be encouraged. Most public authorities are required to publish race, disability and gender schemes or policies, and have an additional duty to actively promote equality. An equality and diversity policy is an important statement of an organisation's attitude to rights and equality in the services offered. By drawing up an official policy a commitment is made to ensuring that all service users receive fair and equal treatment.

Higher National Unit specification: support notes (cont)

Unit title: Working with Asylum Seekers and Refugees: Promoting Equality and Diversity

Candidates should refer to policies within the service which indicates commitment to equality and diversity such as: statements of aims and values, complaints procedures, service user committees. Making sure that complaints about discrimination are properly handled is central to good practice in equality. Candidates should also make recommendations which could influence organisational change in terms of more effectively promoting equality and diversity.

Useful websites include:

Equality and Human Rights Commission: www.equalityhumanrights.com

International Organisation for Migration: www.iomlondon.org.uk

BBC Action Network: www.bbc.co.uk/dna/actionnetwork

National Asylum Support Service: www.ind.homeoffice.gov.uk/applying/asylumsupport

Refugee Mentorship: www.timetogether.org.uk

Scottish Asylum Seekers Consortium: www.asylumscotland.org.uk

Scottish Refugee Council: www.scottishrefugeecouncil.org.uk

Guidance on the delivery and assessment of this Unit

The Unit could be assessed by three instruments of assessment. Outcome 1 could be assessed by a series of structured questions. Outcome 2 could be assessed by a case study which could be based on an individual or group with whom the candidate is working. Outcome 3 could be assessed by a report based on the candidate's workplace in which they are asked to explore their own values and describe a conflict of values when working with an individual or group, with reference to workplace policies in relation to equality and diversity.

Opportunities for developing Core Skills

There are opportunities to gather evidence towards Core Skills in this Unit, although there is no automatic certification of Core Skills or Core Skills components. Candidates will have the opportunity to develop aspects of the following Core Skills:

Communication: this will be evidenced and developed by candidates through a range of activities and assessment (written) as well as class and small group discussions (oral). Written communication will be developed through candidates producing written work in a variety of formats.

Working with Others: this may be evidenced through the assessment for Outcome 2.

Open learning

This Unit could be delivered by open learning. However it would require planning by the centre to ensure the sufficiency and authenticity of candidate evidence

Higher National Unit specification: support notes (cont)

Unit title: Working with Asylum Seekers and Refugees: Promoting Equality and Diversity

Disabled candidates and/or those with additional support needs

The additional support needs of individual candidates should be taken into account when planning learning experiences, selecting assessment instruments, or considering whether any reasonable adjustments may be required. Further advice can be found on our website

www.sqa.org.uk/assessmentarrangements

General information for candidates

Unit title: Working with Asylum Seekers and Refugees: Promoting Equality and Diversity

This Unit will enable you to develop detailed knowledge and understanding of the issues relating to supporting asylum seekers and refugees. This Unit is aimed at those who are working, or plan to work, either as volunteers or in paid employment, for an agency or organisation which provides support to asylum seekers and/or refugees. This Unit will normally be delivered as part of the Professional Development Award level 7: Working with Asylum Seekers and Refugees. The Unit has three Outcomes. These are:

- ◆ identify and explain the legislation and policy underpinning equality and diversity
- ◆ explore the impact of discrimination on asylum seekers
- ◆ explain how equality and diversity can be promoted in the provision of services to asylum seekers and refugees

During this Unit, you will learn about the legal obligations placed on organisations to ensure that access to services is free from discrimination on the grounds of Race, Disability, Gender, Sexual Orientation. You will examine your own values and where they come from and how these affect your practice with individuals. You will also consider the effects that discrimination can have on asylum seekers. You will also examine the policies and procedures in your workplace, particularly those that relate to equality and diversity and where you can find sources of support.

The Unit could be assessed by three instruments of assessment. Outcome 1 could be assessed by a series of questions which may be multiple choice. Outcome 2 could be assessed by a case study which could be based on an individual or group with whom you are working. Outcome 3 could be assessed by a report based on your workplace in which you are asked to explore your own values and describe a conflict of values when working with an individual or group with reference to your workplace policies in relation to equality and diversity. The report should also include recommendations for changes within the organisation to more effectively promote equality and diversity.