



QCF Unit and Assessment Specification

Unit title	Develop and Implement Compliance and Social Responsibility Measures in a Creative and Cultural Organisation
Ofqual Unit code	L/601/6960
SQA Unit code	H8HX 86
SSC Ref	CCS42

History of changes

Publication date: 01 November 2014

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QCF Unit specification

Title	Develop and Implement Compliance and Social Responsibility Measures in a Creative and Cultural Organisation	
Level	6	
Credit value	12	
Learning Outcomes	Assessment Criteria	
The learner will:	The learner can:	
1	Be able to identify the implications of legal and regulatory requirements and environmental, ethical and social expectations relevant to the organisation.	<p>1.1 Identify legal and regulatory requirements and ethical, environmental and social expectations relevant to the organisation.</p> <p>1.2 Develop research and keep up-to-date with requirements and expectations relevant to the organisation.</p> <p>1.3 Evaluate the implications of the relevant requirements and regulations for the organisation.</p> <p>1.4 Implement activity to review current policies and practices and identify areas where the organisation might fail to meet emerging requirements and expectations.</p> <p>1.5 Identify risks to the organisation if it fails to meet the relevant requirements and expectations.</p> <p>1.6 Identify any need for, and where required obtain, legal or other specialist advice.</p>
2	Be able to develop and implement compliance and social responsibility policies and procedures.	<p>2.1 Develop and maintain effective policies and procedures to ensure that the organisation is compliant with all relevant legislation and regulations.</p> <p>2.2 Implement activity to ensure that measures are in place to protect or insure against risks from failing to meet relevant requirements or expectations.</p> <p>2.3 Implement activity to ensure that policies and procedures are approved and signed off by the relevant people in the organisation.</p>

Learning Outcomes The learner will:	Assessment Criteria The learner can:
	<p>2.4 Develop a plan to communicate details of the policies and procedures to all relevant people in the organisation.</p> <p>2.5 Implement activity to monitor how policies and procedures are put into place and make recommendations for improvements.</p>
<p>3 Be able to support governance and decision-making to ensure that it meets compliance and social responsibility requirements.</p>	<p>3.1 Provide information, advice and guidance to support governance and decision-making in line with compliance and social responsibility policies and procedures.</p> <p>3.2 Implement activity to ensure that there is a forum for discussing and exploring governance issues in a timely and effective manner.</p> <p>3.3 Develop a record and communicate governance decisions within the organisation and as required for statutory purposes.</p> <p>3.4 Review and if necessary revise compliance and responsibility policies at annual intervals or more frequently if required.</p>

Additional information about the Unit
Unit purpose and aim(s)
This Unit is about putting policies and procedures in place to ensure that the organisation meets legal and regulatory requirements and responds appropriately to ethical, environmental and social concerns. The relevant requirements are wide-ranging and, depending on the type and scope of the organisation, can include company and charity law; health and safety and environmental regulations; employment, equal opportunities and disability law; child protection regulations; planning and listed buildings regulations; and financial reporting requirements. The Unit is likely to apply to a senior member of the organisation such as the chief executive, company secretary or clerk to the governors, or to a manager with specific responsibility for compliance issues.
Unit expiry date
31 December 2016
Details of the relationship between the Unit and relevant national occupational standards (if appropriate)
N/A
Details of the relationship between the Unit and other standards or curricula (if appropriate)
N/A
Assessment requirements specified by a sector or regulatory body (if appropriate)
N/A
Endorsement of the Unit by a sector or other appropriate body (if required)
N/A
Location of the Unit within the subject/sector classification system
8.1 Sport, Leisure and Recreation
Name of the organisation submitting the Unit
SQA
Availability for use
Shared
Availability for delivery
01 November 2014
Guided Learning Hours
48

QCF Assessment specification

Assessment (evidence) Requirements

Assessors must ensure that learners provide evidence to cover all the Learning Outcomes and Assessment Criteria.

This Unit is designed to assess the skills of learners in the workplace. Evidence of occupational competence should be generated and collected through performance in workplace conditions. This includes the knowledge-based Learning Outcomes and Assessment Criteria of the competence Units.

These conditions would be those typical to the learner's normal place of work. The evidence collected under these conditions should also be as naturally occurring as possible. It is accepted that not all employees have identical workplace conditions and therefore there cannot be assessment conditions that are identical for all learners. However, assessors must ensure that, as far as possible, the conditions for assessment should be those under which the learner usually works.

Collection of evidence of performance can be used to substantiate, support and expand the evidence base for competent performance. This may include:

- ◆ Observation
- ◆ Product and photographic evidence
- ◆ Relevant active documentation, reports, presentations

Performance Evidence: Observation

Observation of performance at work. Assessors must provide information about the context of the assessment.

Performance Evidence: Products

Work products (such as reports, letters, memos, printouts, presentations, etc) are valuable items of performance evidence. Assessors are encouraged to assess work products and record the location of evidence within their assessment records. Assessment centres using 'paperless portfolios' should first discuss their approach to assessment with their awarding body.

Guidance on Methods/Instruments of Assessment

This Unit is designed to assess the knowledge of learners in the workplace. Learning Outcomes may be assessed by a work-based assessment or by observation/product evidence/witness testimony. Online assessment may also be used. The collection of supplementary evidence of performance can be used to further substantiate, support and expand the evidence base for competent performance where this is necessary. This may be required depending on the size of the organisation in which the learner is working.

Supplementary evidence may include:

- ◆ Questioning
- ◆ Professional discussion
- ◆ Witness testimony
- ◆ Other valid evidence which relates directly to learner performance

Guidance on Methods/Instruments of Assessment (cont)

Supporting Evidence: Questioning

Assessment by observation and examination of work products usually results in inferred knowledge. As a result, questions should only be asked to fill gaps where knowledge is not explicit. This style of assessment still requires the assessor to confirm how knowledge and understanding has been addressed but avoids over assessment of the learner.

Questioning includes: verbal and written questioning, questionnaires, work-based tasks, reflective accounts, case studies, professional discussion and feedback reports.

Supporting Evidence: Professional Discussion

Professional discussion is a single, or series of structured, planned and in-depth discussions which can be recorded electronically or manually in paper, computer, audio or video files. Professional discussions can be used to support observation reports, examination of work products and knowledge questionnaires. It is more usually used to fill in gaps in existing performance and knowledge evidence. It can be used formatively and summatively, and using it enhances the assessment process for both learners and assessors.

Professional discussion is used in holistic assessment, which is rigorous, informative and cost-effective, provided the learner is competent in their job role and ready to be assessed. If these conditions are met, assessors can plan to assess naturally-occurring 'evidence-rich' opportunities at work by observation, examination of work products, professional discussion and questioning knowledge within one assessment session. It is also possible for assessors to obtain witness testimonies at the same assessment session. Such a comprehensive activity is likely to focus on major work activities that demonstrate learner competence.

Supporting Evidence: Witness Testimony

Witness testimony can provide valuable evidence of learner competence. In line with established principles it must be:

- ◆ a clear, authentic statement indicating how the learner carries out their job
- ◆ dated, signed and include the job title of the witness

Supporting Evidence: Other qualifications

Other qualifications can be used as supporting evidence in a learner's portfolio. The qualification must be current and be benchmarked to one or more of the national occupational standards. However, it will only be supporting evidence, as assessors must still make judgements about how the learner demonstrates competence at work.

SQA's Guide to Assessment provides information on appropriate instruments of assessment. This guide is designed to provide support for everyone who assesses for SQA qualifications. It looks at the principles of assessment, and brings together information on assessment in general as well as on best practice in assessment.

The Guide to Assessment can be downloaded free from SQA's website www.sqa.org.uk.

Creative and Cultural Skills Assessment Strategy also supports the assessment of this Unit.