



Qualification Assessment Strategy

For awarding bodies

SVQ 2 in Beauty Therapy at SCQF Level 5
January 2016

About Habia

Habia is the Sector Skills Body (SSB) and industry authority for hair, barbering, beauty, nails and spa therapy. Our role is to create the standards that form the basis of all qualifications in hair and beauty including SVQs, Apprenticeships and Foundation degrees, as well as industry codes of practice.

Habia is also part of the SkillsActive Group, licensed by the UK Government as the SSC for active sport, leisure and wellbeing including the sport, fitness, outdoor activities, play work, caravan and hair and beauty sectors.

Purpose of the assessment strategy

This Assessment Strategy has been produced by Habia in partnership with industry partners and awarding body partners to ensure the SVQ 2 in Beauty Therapy at SCQF Level 5 qualification, which has been developed after the approval of SkillsActive's review of the National Occupational Standards (NOS) for Beauty Therapy (2014), has credibility in the industry. It outlines the principles and requirements to be applied to the assessment of knowledge, understanding, performance and competence for this qualification and its associated units.

The following sections outline Habia's industry specific principles in regard to:

- External quality control of assessment
- Workplace assessment, inclusive of the use of simulation
- Assessment of knowledge and understanding
- Occupational competence requirements for those involved in the assessment process

These principles are in addition to the requirements that awarding bodies must adhere to for the delivery of qualifications, as required by the relevant qualification regulator for Scotland (SQA Accreditation). Awarding bodies may specify additional requirements for Centres, as they consider necessary in order to enhance the principles and quality of assessment.

This strategy supersedes and replaces all previous assessment strategies and supplementary guidance.

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1. About the qualification

The purpose of the SVQ 2 in Beauty Therapy at SCQF Level 5 qualification confirms occupational competence and provides learners with the knowledge, skills and understanding to be a Beauty Therapist.

SCQF overall level	5
Learner entry requirements	There are no formal entry requirements for this qualification.

1.1 SVQ structure

SSC code	Unit title	SCQF level	SCQF credit
Mandatory units - 8 units must be achieved			
SKACHB12	Develop and maintain your effectiveness at work	5	3
SKABT4	Provide facial skin care treatment	5	9
SKABT5	Enhance the appearance of the eyebrows	5	4
SKABT6	Enhance the appearance of the eyelashes	5	5
SKABT7	Carry out waxing services	5	7
SKABT10	Provide make-up services	5	6
SKANS2	Provide manicure services	5	6
SKANS3	Provide pedicure services	5	6
Optional units – 1 unit must be achieved			
SKACHB13	Fulfil salon reception duties	5	5
SKABT8	Provide threading services	6	7
SKABT11	Instruct clients in the use and application of skin care products and make-up	5	7
SKABT24	Provide self-tanning services	5	3
SKANS6	Provide gel polish services	5	8
SKAST1	Assist with spa operations	4	4

To be awarded the SVQ 2 in Beauty Therapy at SCQF Level 5 qualification the learner must achieve 9 units; 8 mandatory units and 1 optional unit.

2. External quality control of assessment

The monitoring and standardisation of assessment decisions must be achieved through robust assessment, internal and external quality assurance systems. These must be reliable, transparent and fit for purpose and, must comply with the requirements of the qualifications regulator.

2.1 Internal Verification

Centres must, in line with regulatory guidance, have an effective internal verification strategy and processes in place to ensure learners are assessed fairly and consistently, and that standards are being met.

To ensure all assessment activities are valid and effective and that Assessors' decisions are accurate, a Centre's internal verification process should:

- Identify effective Internal Verifiers who are responsible for implementing these processes. If necessary identify a coordinating Internal Verifier who manages the process.
- Produce an effective internal verification policy
- Produce and maintain a clear audit trail of decision making and action
- Produce an internal verification schedule of assessment activities and assessment decisions
- Produce a training and standardisation plan for all those involved in internal verification
- Produce an improvement plan.

Internal Verifiers should observe Assessors performing learner assessments at regular intervals according to awarding body guidelines, risk rating and the experience of the Assessor. The reliability, validity and authenticity of evidence must be checked during these observations.

An Internal Verifier cannot internally verify either assessment activities they have produced or assessment decisions they have made.

2.2 External Verification

To ensure successful monitoring and standardisation of the assessment activities made by a Centre, the assessment decisions made by an Assessor, and the Centre's internal verification processes, an awarding body must have in place a robust external verification system with clear and effective arrangements to ensure consistency in quality. The mechanisms required to achieve this are outlined by the qualification regulator.

In addition to the qualification regulator's requirements, all external quality assurance reports and other data relating to a Centre must be reviewed by the awarding body. Where any risks are identified relating to the quality control of assessment, the awarding body must have in place an effective risk management and rating system to determine, depending on a Centre's level for risk, the appropriate external quality assurance, monitoring, support and control that should be put in place.

2.3 Risk Assessment

All awarding bodies are required to implement effective risk management and rating systems to help protect the integrity of the qualification, safeguard assessment and verification processes and ensure standards are maintained. These systems should also focus on:

- Conflict of interest
any personal or professional relationship between learners, Assessors, Internal Verifiers and External Verifiers should be declared.
- Adherence to Centre approval criteria
Centres should be continually monitored in addition to its delivery to ensure that the integrity of the qualification is maintained.

Where risk is identified through these systems, awarding bodies will need to act accordingly to ensure the Centre is performing to an acceptable level. This may include, but is not limited to:

- Inspection/spot visit(s)
- Additional monitoring of assessment activities and/or internal verification processes
- Verifying a sample of learners work from each Assessor over an agreed period of time
- Appointment of Independent Verifiers
- Training and development
- Or other action appropriate to the risk.

Awarding bodies should be able to demonstrate a risk assessment has been carried out for each Centre and a strategy to minimise any risk identified has been implemented.

3. Workplace assessment

Learners are expected to demonstrate competence to the standards required over a period of time. Therefore, to ensure validity, evidence should be naturally occurring and collected through performance in the workplace.

It is acknowledged not all employers' workplaces are the same; therefore assessment conditions may not be identical. However to safeguard the integrity of the qualification and ensure a robust and consistent approach to assessment, the Assessor must ensure the assessment conditions reflect, as far as possible, those to which the learner is expected to work.

A holistic approach towards the collection of evidence for this qualification is encouraged. The focus should be assessing activities generated in the workplace, through naturally occurring evidence, rather than focusing on specific tasks. Taken as a whole, the evidence must show the learner meets all learning outcomes and assessment criteria across the scope/range consistently, over a period of time. It should be clear where each learning outcome/assessment criteria has been covered and achieved.

It is imperative the learner is not placed under more, or less, pressure than normally found in the workplace during assessment. It could be the case the learner may feel more pressure simply because he or she is being assessed.

3.1 Units where simulation is permitted

Simulation is not acceptable for any units within this qualification.

3.2 Witness Testimony

A Witness testimony, a statement made by someone present while the learner was performing an activity on-the-job, may be used to support the assessment process and where permitted by the awarding body.

Witness testimony should only be used as an additional method of assessment when all observations have been carried out by an Assessor.

Where Witnesses are used,

- Evidence must be available that demonstrates the individual has the necessary expertise in the area for which they are providing the testimony.
- Any relationship they have with a learner must be declared to the Assessor to determine the value of the testimony provided.
- They must be fully briefed and clear about the purpose of their testimony, it will only be regarded as supporting/supplementary evidence and the final decision regarding the learner's ability to meet the evidence requirements will be the responsibility of the Assessor.

4. Assessment of knowledge and understanding

It is acknowledged the assessment of knowledge and understanding may take place in a different environment, for example a college or another environment which is not the immediate workplace.

The knowledge and understanding required by a learner to support performance in the workplace is detailed within the knowledge and understanding criteria of the Beauty Therapy National Occupational Standards (NOS). It is the responsibility of awarding bodies to ensure Centres are aware of these and have sufficient resources and arrangements in place to support learners to achieve these requirements of this qualification.

4.1 Supporting evidence

Evidence produced by learners must be valid, sufficient, reliable, authentic and current and relate directly to specific assessment criteria. Types of acceptable evidence are valid, but are not limited to:

- Professional discussion
- Portfolio of evidence
- Reflective diary on own practice in an appropriate working environment
- Written assignments
- Projects/case studies
- Coursework
- Task based controlled assessment

4.2 Mandatory Questions

As a minimum requirement, Awarding Bodies are required to develop appropriate externally set questions to cover the critical areas of knowledge and understanding listed below:

SSC Code	Unit Title	Knowledge areas
SKABT4	Provide facial skin care treatment	K22 the contra-indications requiring medical referral and why K23 how to recognise contra-indications that would prevent or restrict treatment K30 the reasons for and benefits of using different types of facial products K32 the methods used to safely extract comedones from the skin K33 the different types of massage techniques and their effects K37 the anatomy and physiology of the face and neck K38 how environmental and lifestyle factors affect the condition of the skin K39 how the natural ageing process affects facial skin and muscle tone K40 possible contra-actions which may occur, how to deal with them and what advice to give to clients

SKABT5	Enhance the appearance of the eyebrows	<p>K21 the contra-indications requiring medical referral and why</p> <p>K22 how to recognise contra-indications that would prevent or restrict the service</p> <p>K25 the procedure for carrying out a skin sensitivity test prior to eyebrow enhancement services</p> <p>K26 the reasons for carrying out a skin sensitivity test and recording the results</p> <p>K31 hair colour characteristics and how they can affect the tint development time</p> <p>K33 how oxidisation affects the shelf life of tint and at what point in the tinting process the tint should be mixed</p> <p>K34 the possible contra-actions that may occur, how to deal with them and what advice to give to the client</p> <p>K37 the features and benefits of using automatic and manual tweezers</p> <p>K42 the types of soothing agents available and their effects on the eye area</p>
SKABT6	Enhance the appearance of the eyelashes	<p>K21 the contra-indications requiring medical referral and why</p> <p>K22 how to recognise contra-indications that would prevent or restrict the service</p> <p>K25 the procedure for carrying out a skin sensitivity test prior to eyelashes enhancement services</p> <p>K26 the reasons for carrying out a skin sensitivity test and recording the results</p> <p>K31 how the client's hair colour characteristics can affect the development time</p> <p>K33 how oxidisation affects the shelf life of tint and at what point in the tinting process the tint should be mixed</p> <p>K38 the advantages and disadvantages of different eyelash extension systems</p> <p>K39 the possible contra-actions that can occur, how to deal with them and what advice to give to clients</p> <p>K40 the structure and cycle of hair growth</p> <p>K41 the basic structure and function of the eye</p> <p>K43 the reasons for removing excess adhesive throughout the lash application process</p> <p>K45 the recommendation of professional removal of single and flare lash systems and why this is important</p>
SKABT7	Carry out waxing services	<p>K22 the contra-indications requiring medical referral and why</p> <p>K23 how to recognise contra-indications that would prevent or restrict the service</p> <p>K26 the reasons why it is advisable to conduct a skin sensitivity test prior to</p>

		<p>waxing services</p> <p>K27 the reasons for conducting a thermal test patch procedure and for trimming over long hair prior to the waxing service</p> <p>K35 the precautions which need to be taken when removing hair around conditions which restrict the treatment</p> <p>K36 the advantages, disadvantages and limitations of waxing treatments</p> <p>K37 other methods of hair removal and the effect of these methods on the waxing process</p> <p>K40 the contra-actions that may occur, how to deal with them and what advice to give to clients</p> <p>K41 the structure and functions of the skin and hair</p> <p>K42 the hair growth cycle, the different types of hair growth and the causes of hair growth</p>
SKABT8	Provide threading services	<p>K22 the contra-indications requiring medical referral and why</p> <p>K23 how to recognise contra-indications that would prevent or restrict the service</p> <p>K27 the reasons for cutting stray and over long hairs prior to commencing the threading service</p> <p>K28 the reasons for using new thread for each new treatment area</p> <p>K35 the advantages and disadvantages of threading</p> <p>K37 how threading techniques can be adapted to avoid repetitive strain injury</p> <p>K38 the implications of using the mouth threading technique when wearing braces, false teeth and crowns</p> <p>K39 other methods of hair removal and the effect of these methods on the threading service</p> <p>K40 the contra-actions that may occur, how to deal with them and what advice to give to clients</p> <p>K41 the structure and function of the skin and the hair</p> <p>K42 the hair growth cycle, the different types of hair growth and the causes of hair growth</p>
SKAST1	Assist with spa operations	<p>K8 the cleaning regimes which must be followed in spa work areas to avoid the spread of infection</p> <p>K11 the recommended operating temperatures and humidity levels for wet and treatment areas</p> <p>K13 how to test and interpret results of water and chemical concentrations</p> <p>K14 the main types of air and waterborne infections that can affect spa environments and clients</p> <p>K18 the importance of regularly checking client wellbeing</p> <p>K19 the possible dangers of chemical and equipment misuse</p> <p>K20 the importance of regular water intake during spa treatments for both staff and clients</p> <p>K21 the recommended spa treatment times for wet</p>

		<p>areas and the potential risks of exceeding them</p> <p>K22 the possible contra-actions which can occur spa treatment sessions and how to deal with them</p> <p>K23 the legal and organisational requirements for the shutdown of spa treatment areas and the completion of operational records for which you are responsible</p>
SKANS2	Provide manicure services	<p>K23 how to recognise contra-indications that would prevent or restrict the service and why</p> <p>K24 the contra-indications requiring medical referral and why</p> <p>K26 the different types of treatable skin and nail conditions</p> <p>K28 the different natural nail shapes you are likely to come across during manicure services</p> <p>K35 the effects of massage techniques on the nails, skin, muscles and underlying structures conditions</p> <p>K40 the anatomy of the hand and lower arm</p> <p>K41 the structure of the nail</p> <p>K42 the process of nail growth</p> <p>K43 the function and structure of the skin</p> <p>K44 the contra-actions that could occur, how to deal with them and what advice to give to clients</p>
SKANS3	Provide pedicure services	<p>K23 how to recognise contra-indications that would prevent or restrict the service and why</p> <p>K24 the contra-indications requiring medical referral and why</p> <p>K26 the different types of treatable skin and nail conditions</p> <p>K28 the different natural nail shapes you are likely to come across during pedicure services</p> <p>K35 the effects of massage techniques on the nails, skin, muscles and underlying structures conditions</p> <p>K40 the anatomy of the foot and lower leg</p> <p>K41 the structure of the nail</p> <p>K42 the process of nail growth</p> <p>K43 the function and structure of the skin</p> <p>K44 the contra-actions that could occur, how to deal with them and what advice to give to clients</p>
SKABT24	Provide self-tanning services	<p>K22 how to recognise contra-indications that would prevent or restrict the treatment</p> <p>K23 the contra-indications requiring medical referral and why</p> <p>K25 the procedure for carrying out a skin sensitivity test prior to self-tanning</p> <p>K26 the reasons for carrying out a skin sensitivity test prior to self-tanning and recording the results</p> <p>K29 the reasons for exfoliating and moisturising the</p>

		<p>skin prior to self-tanning</p> <p>K31 the meaning of psi and why this is adjusted to suit the size of area and coverage required</p> <p>K32 the potential risks associated with the use of pressurised spray tanning equipment</p> <p>K33 the importance of using equipment with a pressure gauge</p> <p>K35 the types of problems that can occur with spray tanning equipment and how to correct them</p> <p>K38 the effects of self-tanning products on the skin</p> <p>K39 the structure of the skin</p> <p>K40 the different types of skin pigmentation disorders and how they may affect the self-tan result</p> <p>K42 how and when to use tanning correctors</p> <p>K46 the contra-actions that can occur as a result of self-tanning and the advice to give to clients</p>
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All externally set questions must be carried out under closed book conditions. The confidentiality of the questions and answers must be maintained under secure conditions.

4.3 E-Assessment

Where e-assessment is used, it must meet the requirements of the regulator and have prior approval from awarding bodies to ensure the criteria is assessed to the standard required and, the tool(s) utilised are reliable, sufficient, valid and current.

Awarding bodies must provide Centres with advice and guidance as to the hardware, operating systems and installation requirements and provide technical support to Centre's upon request.

5. Occupational competence requirements for those involved in the assessment process

The occupational expertise of Witnesses, Assessors and those responsible for the internal/external verification of this qualification is one of the key factors underpinning valid, fair and reliable assessment. Therefore, ensuring the integrity and professionalism of this workforce is of paramount importance and they must be given sufficient time to carry out their role effectively.

5.1 Witness

The role of the Witness is to submit evidence to the Assessor regarding the competence of the learner in meeting the standards identified in any given unit. This evidence must directly relate to the learner's performance in the work place which has been observed first hand by the Witness. Therefore, those who could fulfil the role of a Witness for this qualification could include, but are not limited to:

- Therapist
- Receptionist

- Salon manager
- Verifier

It is not necessary for Witnesses to hold an assessor qualification as it is the responsibility of the Assessor to make the final assessment decision(s) about the acceptability of all evidence submitted, regardless of source.

5.2 Assessor

The Assessor must hold, or be working towards; a valid assessor's qualification based on LSIS, formally LLUK, Learning and Development National Occupational Standards (2010):

- Learning and Development Unit 9D - Assess workplace competence using direct methods; or
- Learning and Development Unit 9DI – Assess workplace competences using direct and indirect methods; or
- Level 3 Certificate in Assessing Vocational Achievement (QCF); or
- Level 3 Award in Assessing Competence in the Work Environment (QCF)

Or hold one of the following

- A1 Assess candidates using a range of methods; or
- D32/33 Assess candidate performance, using differing sources of evidence

NB: Holders of A1 and D32/33 qualifications must work to the reviewed National Occupational Standards for Learning and Development.

The assessor must also be:

Occupationally competent

The Assessor must hold:

- SVQ 2 in Beauty Therapy at SCQF Level 5 or equivalent and one of the above assessor awards

The Assessor must have sufficient operational experience within the beauty therapy industry that can be evidenced, is current and relevant to the unit(s) being assessed. Experience could be gained through time in a role in the beauty therapy industry which could include, but is not limited to:

- Therapist
- Specialist/Nail Technician
- Salon manager
- Trainer
- Lecturer
- Verifier

Familiar with the qualification

The Assessor must have an in-depth technical knowledge of the qualification, units and standards of competencies required. They must be able to interpret current working practices, technologies and products within the area of work and be committed to upholding the integrity of the qualification.

Credible	The Assessor should have access to, and be engaging with, continuous professional development activities in order to keep up to date with developments and any issues relevant to the qualification and/or its units. These may include those offered by the awarding body or other recognised and relevant providers in the sector.
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A minimum of 30 hours CPD is required per annum (1st September – 31st August) which must be demonstrated through a personal development plan (PDP) or as a reflective diary. Responsibility for CPD is the individual's, not the centre they work for.

Assessors

Awarding bodies may approve individuals to assess this qualification who have not yet achieved their assessor's qualification. However, these individuals must be working towards the qualification and meet the other requirements. Should an unqualified Assessor be used they must be fully supported and have their assessment decisions countersigned by a qualified Assessor to ensure the learner has achieved the required standard.

5.3 Internal Verifier

The Internal Verifier must hold a valid assessor qualification and hold or be working towards a verifier's qualification based on LSIS, formally LLUK, Learning and Development National Occupational Standards (2010):

Assessing qualifications:

- Learning and Development Unit 9D - Assess workplace competence using direct methods; or
- Learning and Development Unit 9DI – Assess workplace competences using direct and indirect methods; or
- Level 3 Certificate in Assessing Vocational Achievement (QCF); or
- Level 3 Award in Assessing Competence in the Work Environment (QCF); or
- A1 Assess candidates using a range of methods; or
- D32/33 Assess candidate performance, using differing sources of evidence.

Verifying qualifications:

- Learning and Development Unit 11 – Internal Quality Assurance; or
- Level 4 Award in the Internal Quality Assurance of Assessment Processes and Practice (QCF); or
- V1 Conduct Internal Quality Assurance of the Assessment Process; or
- D34 Internally Verify the Assessment Process.

NB: Holders of A1, D32/33, V1 and D34 qualifications must work to the reviewed National Occupational Standards for Learning and Development.

The Internal Verifier must also be:

Occupationally competent	The Internal Verifier must hold: <ul style="list-style-type: none"> • SVQ 2 in Beauty Therapy at SCQF Level 5 or equivalent and one of
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the above assessor and verifier awards

The Internal Verifier must have sufficient operational experience within the beauty therapy industry that can be evidenced, is current and relevant to the qualification. This must be of sufficient depth to be effective and reliable when verifying judgements about assessor's assessment processes and decisions.

Familiar with the qualification

The Internal Verifier must have an in-depth knowledge of the qualification, units and standards of competencies required. They must be committed to upholding the integrity of the qualification.

Credible

The Internal Verifier should have access to, and be engaging with, continuous professional development activities in order to keep up to date with developments and any issues relevant to the qualification and/or its units. These may include those offered by the awarding body or other recognised and relevant providers in the sector.

A minimum of 30 hours CPD is required per annum (1st September – 31st August) which must be demonstrated through a personal development plan (PDP) or as a reflective diary. Responsibility for CPD is the individual's, not the centre they work for.

Internal Verifiers

Awarding bodies may approve individuals to verifying this qualification who have not yet achieved their verifier's qualification. However, these individuals must be working towards the qualification within and meet the other requirements. Should an unqualified Internal Verifier be used they must be fully supported and have their decisions countersigned by a qualified Internal Verifier to ensure the learner has achieved the required standard.

5.4 External Verifier

The External Verifier must hold, a valid assessor and verifier qualification and hold or be working toward a valid external verifier qualification based on LSIS, formally LLUK, Learning and Development National Occupational Standards (2010):

Assessing qualifications:

- Learning and Development Unit 9D - Assess workplace competence using direct methods; or
- Learning and Development Unit 9DI – Assess workplace competences using direct and indirect methods; or
- Level 3 Certificate in Assessing Vocational Achievement (QCF); or
- Level 3 Award in Assessing Competence in the Work Environment (QCF); or
- A1 Assess candidates using a range of methods; or
- D32/33 Assess candidate performance, using differing sources of evidence.

Verifying qualifications:

- Learning and Development Unit 12 – External Quality Assurance; or
- Level 4 Award in the External Quality Assurance of Assessment Processes and Practice (QCF), or
- Level 4 Certificate in Leading the External Quality Assurance of Assessment Processes and Practice (QCF); or

- V1 Conduct Internal Quality Assurance of the Assessment Process; or
- V2 Conduct External Quality Assurance of the Assessment Process; or
- D34 Internally Verify the Assessment Process; or
- D35 Externally Verify the Assessment Process; or
- Externally Monitor and Maintain the Quality of Workplace Assessment.

NB: Holders of V2 and D35 qualifications must work to the reviewed National Occupational Standards for Learning and Development.

The External Verifier must also be:

Occupationally competent

The External Verifier must hold:

- SVQ 2 in Beauty Therapy at SCQF Level 5 or equivalent and one of the above assessor and verifier awards

The External Verifier must have sufficient operational experience within the beauty therapy industry that can be evidenced, is current and relevant to the qualification. This must be of sufficient depth to be effective and reliable when verifying judgements about internal verification and assessment processes and decisions.

Familiar with the qualification

The External Verifier must have an in-depth knowledge of the qualification, units and standards of competencies required. They must be committed to upholding the integrity of the qualification.

Credible

The External Verifier should have access to, and be engaging with, continuous professional development activities in order to keep up to date with developments and any issues relevant to the qualification and/or its units. These may include those offered by the awarding body or other recognised and relevant providers in the sector.

A minimum of 30 hours CPD is required per annum (1st September – 31st August) which must be demonstrated through a personal development plan (PDP) or as a reflective diary. Responsibility for CPD is the individual's, not the centre they work for.