

	RPL Assessment Sheet	
	KSA Campus:	
	Student Name:	

Unit Code CHCDIV001	Unit Name Work with Diverse People
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Mandatory Unit Requirements	Evidence Collected				
Elements and Performance Criteria	<i>Certificate Statement of Attainment</i>	<i>Third Party Referral (letter from employer etc)</i>	<i>Portfolio of evidence</i>	<i>Practical Assessment</i>	<i>Evidence Accepted</i>
1. Reflect on own perspectives 1.1 Identify and reflect on own social and cultural perspectives and biases 1.2 Work with awareness of own limitations in self and social awareness 1.3 Use reflection to support own ability to work inclusively and with understanding of others 1.4 Identify and act on ways to improve own self and social awareness					
2. Appreciate diversity and inclusiveness, and their benefits 2.1 Value and respect diversity and inclusiveness across all areas of work 2.2 Contribute to the development of work place and professional relationships based on appreciation of diversity and inclusiveness 2.3 Use work practices that make environments safe for all					

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<p>3. Communicate with people from diverse backgrounds and situations</p> <p>3.1 Show respect for diversity in communication with all people</p> <p>3.2 Use verbal and non-verbal communication constructively to establish, develop and maintain effective relationships, mutual trust and confidence</p> <p>3.3 Where a language barrier exists, use effective strategies to communicate in the most efficient way possible</p> <p>3.4 Seek assistance from interpreters or other persons according to communication needs</p>					
<p>4. Promote understanding across diverse groups</p> <p>4.1 Identify issues that may cause communication misunderstandings or other difficulties</p> <p>4.2 Where difficulties or misunderstandings occur, consider the impact of social and cultural diversity</p> <p>4.3 Make an effort to sensitively resolve differences, taking account of diversity considerations</p> <p>4.4 Address any difficulties with appropriate people and seek assistance when required</p>					
Performance evidence					
<p>There must be evidence that the candidate has:</p> <p>Undertaken a structured process to reflect on own perspectives on diversity</p>					
<p>Recognised and respected the needs of people from diverse social and cultural backgrounds in at least 3 different situations:</p>					

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<ul style="list-style-type: none"> - selected and used appropriate verbal and non verbal communication - recognised situations where misunderstandings may arise from diversity and formed appropriate responses 					
Knowledge Evidence					
<p>The candidate must be able to demonstrate essential knowledge required</p> <p>Concepts of cultural awareness, cultural safety and cultural competence and how these impact different work roles</p>					
Concepts and definitions of diversity					
Own culture and the community attitudes, language, policies and structures of that culture and how they impact on different people and groups					
<p>Features of diversity in Australia and how this impacts different areas of work and life:</p> <ul style="list-style-type: none"> - political - social - economic - cultural 					
<p>Legal and ethical considerations (international, national, state/territory, local) for working with diversity, how these impact individual workers, and the consequences of breaches:</p> <ul style="list-style-type: none"> - discrimination: - age - disability 					

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<ul style="list-style-type: none"> - racial - sex Human rights: <ul style="list-style-type: none"> - <i>Universal declaration of human rights</i> - relationship between human needs and human rights - frameworks, approaches and instruments used in the workplace Rights and responsibilities of workers, employers and clients, including appropriate action when rights are being infringed or responsibilities not being carried out					
Key areas of diversity and their characteristics, including: <ul style="list-style-type: none"> - culture, race, ethnicity - disability - religious or spiritual beliefs - gender, including transgender - intersex - generational - sexual orientation/sexual identity - lesbian, gay, bisexual, heterosexual 					
Key aspects, and the diversity, of Australia's Aboriginal and/or Torres Strait Islander cultures, including: <ul style="list-style-type: none"> - social, political and economic issues affecting Aboriginal and/or Torres Strait Islander people - own culture, western systems and structures and how these impact on Aboriginal and/or Torres Strait Islander people and their 					

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engagement with services					
Potential needs of marginalised groups, including: <ul style="list-style-type: none"> - protective factors - physical, mental and emotional health issues/care needs - consideration of impacts of discrimination, trauma, exclusion and negative attitudes 					
Resources that support individuals and organisations to embrace and respond to diversity <ul style="list-style-type: none"> - language and cultural interpreters - imagery 					
Influences and changing practices in Australia and their impact on the diverse communities that make up Australian society					
Impact of diversity practices and experiences on personal behaviour, interpersonal relationships, perception and social expectations of others					

	RPL Outcome:	
Student signature: Date:	Assessor Name:	Upgrade Required Y/N
	Assessor Signature:	Competent / NYC
		Date: