Modification history

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| Release | Comments |
| Release 1 | This version released with FBP Food, Beverage and Pharmaceutical Training Package version 2.0. |

| FBPOPR2005 | Work in a socially diverse environment |
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| Application | This unit of competency describes the skills and knowledge required to interact effectively with people in a socially diverse workplace environment.  This unit applies to individuals who facilitate communication with customers and colleagues from diverse backgrounds and allow for cultural considerations when identifying issues that may cause misunderstandings in the workplace.  No occupational licensing, legislative or certification requirements apply to this unit at the time of publication. |
| Prerequisite Unit | Nil |
| Unit Sector | Operational (OPR) |

| Elements | Performance Criteria |
| --- | --- |
| Elements describe the essential outcomes. | Performance criteria describe the performance needed to demonstrate achievement of the element. |
| 1. Communicate with people from a background different to one's own | 1.1 Identify responsibilities according to the principles of anti-discrimination legislation  1.2 Treat people from different social and cultural groups with respect and sensitivity  1.3 Use verbal and non-verbal communication that takes into account social and cultural differences  1.4 Make efforts to communicate through use of gestures or simple words where language barriers exist  1.5 Seek assistance from colleagues, specialist resources or outside organisations when cultural considerations could be affecting workplace communication |
| 2. Respond to cross-cultural misunderstandings | 2.1 Identify issues that may cause conflict or misunderstanding in the workplace  2.2 Consider possible cultural and social differences when difficulties or misunderstandings occur  2.3 Address difficulties with appropriate personnel in the workplace and seek assistance to facilitate understanding where required  2.4 Make efforts to resolve misunderstandings, taking into account cultural and social considerations  2.5 Refer issues and problems for follow-up that cannot be resolved with appropriate personnel |

| Foundation Skills  This section describes those language, literacy, numeracy and employment skills that are essential for performance in this unit of competency but are not explicit in the performance criteria. | |
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| Skill | Description |
| Interact with others | * Treat people from differing backgrounds with respect and sensitivity |
| Get the work done | * Treat misunderstandings with sensitivity and act to resolve the matter with respect |

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| Unit Mapping Information | | | |
| Code and title current version | Code and title previous version | Comments | Equivalence status |
| FDFOP2005 Work in a socially diverse environment | FDFOP2005A Work in a socially diverse environment | Updated to meet Standards for Training Packages | Equivalent unit |

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| Links | Companion Volumes, including Implementation Guides, are available at VETNet: https://vetnet.education.gov.au/Pages/TrainingDocs.aspx?q=78b15323-cd38-483e-aad7-1159b570a5c4 |

| TITLE | Assessment requirements for FBPOPR2005 Work in a socially diverse environment |
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| Performance Evidence | |
| An individual demonstrating competency must satisfy all of the elements and performance criteria in this unit.  There must be evidence that the individual has worked effectively in a socially diverse environment on a minimum of two different occasions, including:   * recognised cultural and social differences in the workplace * responded to cross-cultural or cross-social misunderstandings. | |

| Knowledge Evidence |
| --- |
| An individual must be able to demonstrate the knowledge required to perform the tasks outlined in the elements and performance criteria of this unit. This includes knowledge of:   * principles of equal employment opportunity (EEO) and anti-discrimination legislation as they apply to company and employee rights and responsibilities in the workplace * recognition of differences between people from different cultural and social backgrounds, including those differing from own * understanding of the basis of cultural difference, including behaviour or practices that can cause offence, and related strategies for interacting in ways that are culturally and socially sensitive * communication strategies and styles appropriate to diverse audiences related to the workplace. |

| Assessment Conditions |
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| Assessment of skills must take place under the following conditions:   * physical conditions: * skills must be demonstrated in a workplace setting or an environment that accurately represents a real workplace * specifications: * rights and responsibilities relating to anti-discrimination and EEO * relevant company policies and procedures * relationships (internal and/or external): * opportunities to interact with others using typical workplace communication processes * interactions with team members and supervisors or realistic scenarios or role plays.   Assessors of this unit must satisfy the requirements for assessors in applicable vocational education and training legislation, frameworks and/or standards. |

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