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| **SexualHarm****Prevention 2** | **Develop, create and manage an environment safe from sexual harm for customers and staff in a workplace** |
| **Kaupae |** Level | 4 |
| **Whiwhinga |** Credit | 6 |
| **Whāinga |** Purpose | To provide workplaces in Aotearoa New Zealand with leaders trained to recognise and the signs of potential sexual harm by creating a safe environment, and establishing remedies for any victims-survivors, and solutions for perpetrators. |
| **Whakaakoranga me mātua oti |**Pre-requisites | N/A |
| **Te ara ako |** Learning Pathway | This skill standard contributes to the recognition of tauira as suitable for employment in leadership roles in a wide range of employment sectors, especially those dealing with public or hosting customers. |

**Hua o te ako me Paearu aromatawai |** Learning outcomes and assessment guidance

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| **Kaupapa |** Principle |
| The principles of manaakitanga, whanaungatanga and kotahitanga must support all learning in this skill standard. Manaakitanga, whanaungatanga and kotahitanga are under the Rangatiratanga of mana whenua.The following learning outcomes are established within the kaupapa upholding the mana of people to sustain oranga, whanaungatanga and kotahitanga. |
| **Hua o te ako |** Learning outcomes You will be able to: | **Paearu aromatawai |** Assessment guidance You will meet these conditions for the performance of your assessment tasks: |
| 1. Establish organisational practices for your team to enable safety from sexual harm in a workplace.
 | * Documented evidence of the process of developing and establishing the practices is required
* Rationale is provided for the practices
* Evidence is required for the implementation and consensual acceptance of the practices by staff
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| 1. Encourage supportive and trusting relationships between staff in the workplace
 | * Testimony is required of the perception safety from sexual harm of the staff
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| 1. Develop programmes to strengthen knowledge and skills of people to keep themselves and customers safe from sexual harm
 | * Programmes must cover ability to recognise signs of sexual harassment and ways of preventing, recognising and responding to sexual harm
* Programmes must include methods of treatment or engaging with staff who have experienced trauma
* Programmes includes measures to enable staff to learn and understand the consequences of own behaviour that place others at risk of harm and pro-actively building a culture of safety within the workplace
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| **Whakatauira |** Example activities |
| Various of the Ohu Ahumahi will create sector-specific scenarios and activities to guide assessment.It is not appropriate or possible to demonstrate the knowledge and skills for sexual harm prevention in actual situations. Therefore, realistic scenario enactments or discussion of scenarios may be used for assessment.Assessment may be based on practical assessments:1. Role-plays and simulations
2. Observation of ākonga’s behaviour
3. Oral assessments, such as presentations, debates or discussions
4. Written presentations

You must demonstrate that you have developed a solid plan of action for sexual harm prevention for customers or staff or any other person to make contact and express their situation safely, and that staff are implementing it effectively. |

**Pārongo aromatawai |** Assessment information

*Assessment specifications*

You will be assessed against the outcomes of your learning in conditions in a workplace or in training facilities that realistically reproduce the conditions of a workplace.

**Ngā momo whiwhinga |** Grades available Achieved.

**Ihirangi waitohu |** Indicative content

**Rauemi |** Resources

Te Aorerekura. *The Enduring Spirit of Affection: Family Violence Entry to Expert Capability Framework*

Legislation relevant to this skill standard includes but is not limited to: Employment Relations Act 2000, Harassment Act 1997, Health and Safety at Work Act 2015, Human Rights Act 1993.

Any instructions, policies or standards whether written or unwritten that are standard and applied in the workplace.

**Pārongo Whakaū Kounga |** Quality assurance information

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| **Ngā rōpū whakatau-paerewa |**Standard Setting Body | Ringa Hora Services WDC |
| **Whakaritenga Rārangi Paetae Aromatawai |** DASS classification | Supported Learning > Supported Learning - Personal, Community and Work Skills |
| **Ko te tohutoro ki ngā Whakaritenga i te Whakamanatanga me te****Whakaōritenga |** CMR | 0112 This CMR can be accessed at: <https://www.nzqa.govt.nz/nqfdocs/maps/pdf/0112.pdf>  |

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| **Hātepe |** Process | **Putanga |** Version | **Rā whakaputa |**Review Date | **Rā whakamutunga mō te aromatawai |** Last date for assessment |
| **Rēhitatanga |**Registration | 1 | dd mm yyyy | dd mm yyyy |
| **Arotakenga |** Review | 2 | dd mm yyyy | dd mm yyyy |
| **Rā arotake |** Planned review date | dd mm yyyy |

Please contact Ringa Hora Services WDC at qualifications@ringahora.nz if you wish to suggest changes to the content of this skill standard.