

Agriculture, environmental and animal care common KSBs

This document is intended for use with Trailblazer groups as a tool to support writing knowledge, skills and behaviour statements and grading descriptors. Statements and descriptors should be contextualised and altered relevant to the subject sector and level and are dependent on the chosen assessment method. Suggestions offered should be seen as a starting point for further refinements. Changes to command verbs and the way the KSBs are rewarded for may need to be applied in line with the assessment method used.

KSB Category	Level	Knowledge	Skill	Pass grade descriptor	Distinction grade description
Health and safety	Level 2-7	Health and safety legislation, regulations, guidelines and procedures relevant to own role.	Comply with health and safety legislation, regulations, guidelines and procedures relevant to own role.	Complies with health and safety legislation, regulations, guidelines and procedures relevant to own role.	None.
Health and safety	Level 3-7	Principles for establishing and supervising health and safety procedures.	Establish and supervise health and safety procedures.	Explains how they ensure the safety of self and others through establishing safe systems of work in line with organisational policies and legislation.	None.
Risk assessment and risk management	Level 2-7	Risk identification and mitigation techniques for risk assessments relevant to own organisational policies and procedures.	Identify risks and contributes to development of risk assessments.	Describes how they apply risk identification and mitigation techniques to contribute to the development of risk assessments.	None.
Risk assessment and risk management	Level 3-7	Processes for managing risks in line with dynamic risk assessments.	Manage risks in line with dynamic risk assessments.	Explains how they conduct and record dynamic risk assessments to eliminate or reduce risk as circumstances change.	None.
Manual handling	Level 2-7	Manual handling techniques for handling, moving and transporting loads safely.	Apply manual handling techniques to safely handle, move and transport loads.	Demonstrates safe application of manual handling techniques to handle, move and transport loads as required.	None.
Machinery	Level 2-7	Policies, procedures, guidance, legislation and risks related to the safe setup, operation, maintenance and storage of machinery, equipment, tools.	Operate, maintain and store machinery, equipment and tools safely and in line with risk assessments, policies, procedures, guidance and legislation.	Demonstrates safe set up, operation and maintenance of tools, equipment and machinery, as required, in accordance with risk assessments, manufacturers' guidance and relevant legislation.	Explains the potential impact of ineffective maintenance or operation of machinery, equipment or tools to the required safety standard for self and the wider organisation.
Machinery	Level 2-7	How to plan and implement machinery and equipment maintenance programmes taking into account manufacturer's	Plan and implement machinery and equipment maintenance programmes in a way that satisfies manufacturer's recommendations and minimises	Explains how they plan and implement machinery and equipment maintenance programmes in a way that satisfies manufacturer's recommendations and minimises	Evaluates the impact of machinery and equipment maintenance programmes on the organisation's operational processes and efficiency.

		recommendations including how they may impact on the organisation's operation.	impact on organisation's operational processes.	impact on organisation's operational processes.	
Machinery	Level 2-7	Machinery and equipment fault finding techniques.	Apply fault-finding techniques to identify problems with machinery and equipment.	Explains how they applied fault finding techniques to identify problems with powered machinery and equipment.	Justifies their selection of fault-finding techniques for powered machinery or equipment that presented a fault.
Equipment	Level 2-7	How to prepare, check, clean use and store manual and electrical tools and equipment safely.	Prepare, check, clean use and store manual and electrical tools and equipment in a safe, correct and efficient manner.	Demonstrates the preparation, checking, cleaning, storing and correct use of manual and electrical tools and equipment in a safe and efficient manner.	Demonstrates the preparation, checking, cleaning, storing and correct use of manual and electrical tools and equipment in a safe and efficient manner that minimises the use of resources and noise pollution and contributes to prolonging the life of the tools and the safety of future use.
Sustainability	Level 2-7	The environmental impact of work tasks, both positive and negative and the measures used to meet legal compliance and organisational policies.	Apply environmental measures to work tasks to address positive or negative impacts in line with legal compliance and organisational policies.	Describes how they apply environmental measures to work tasks to address positive or negative impacts in line with legal compliance and organisational policies.	None.
Sustainability	Level 2-7	Resource sustainability concepts and techniques as they apply to the workplace.	Apply sustainability concepts and techniques in the workplace.	Discusses how they use sustainability concepts and techniques as they apply to the workplace.	Critically evaluates their application of sustainability concepts and techniques and their impact on the workplace.
Biosecurity	Level 2-7	Cleaning, disinfecting, and sterilising products and techniques required for managing biosecurity threats.	Apply cleaning, disinfecting, and sterilising products and techniques to manage biosecurity threats.	Demonstrates the application of cleaning, disinfecting, and sterilising products and technique to manage biosecurity threats.	None.
Biosecurity	Level 2-7	The importance of physical barriers to exclude biosecurity risks.	Manage biosecurity risks through positioning and maintenance of suitable physical barriers.	Describes how they manage biosecurity risks through positioning and maintenance of physical barriers suitable to their role.	None.
Biosecurity	Level 2-7	Measures to mitigate risks of disease spread within a group, such as isolation and removal of affected individuals, in line with legislation and organisational policy.	Manage risks of disease spread within a group through measures in line with legislation and organisational policy.	Describes the measures taken to mitigate risks of disease spread within a group in line with legislation and organisational policy.	None.

Waste management	Level 2-7	How to manage waste in line with waste hierarchy, organisational procedures, national regulations and legislation.	Manage waste in line with waste hierarchy, organisational procedures, national regulations and legislation to minimise negative impacts on the environment.	Explains how they manage waste to minimise impact on the environment in line with waste hierarchy, organisation procedures, national regulations and legislation.	Evaluates the steps taken to minimise environmental impacts through the application of waste management strategies in line with waste hierarchy, organisational procedures, national regulations and legislation.
Stock control and management	Level 2-7	Processes for stock control and management.	Apply stock control and management processes when receiving, storing and undertaking ongoing stock management.	Demonstrates the application of stock control and management processes when receiving, storing and undertaking ongoing stock management.	Explains the importance of stock control and storage for reducing risks and optimising efficiency.
Irrigation	Level 2-7	Operation, maintenance and servicing techniques for irrigation including minor repairs and solving issues.	Oversee and undertake the operation, maintenance and servicing of irrigation systems, including minor repairs and solving issues.	Describes how they undertake and oversee the operation, maintenance and servicing of irrigation systems, including where problem solving, and minor repairs have been required.	Justifies their approach to problem solving when undertaking either a minor repair or maintenance and servicing of an irrigation system, supported by a specific example.
Drainage	Level 2-7	Operation, maintenance and servicing techniques for drainage systems, including minor repairs and solving issues.	Oversee and undertake the operation, maintenance and servicing of drainage systems, including minor repairs and solving issues.	Describes how they undertake and oversee the operation, maintenance and servicing of drainage systems, including where problem solving, and minor repairs have been required.	Justifies their approach to problem solving when undertaking either a minor repair or maintenance and servicing of a drainage system, supported by a specific example.
Animal care and welfare	Level 2-7	Animal welfare needs as related to the specific animals.	Identify and check that animal welfare needs are addressed and maintained.	Explains animal welfare requirements and their importance when providing a suitable environment for the animal.	Explains the potential consequences to the animal if welfare requirements are not met.
Animal care and welfare	Level 2-7	Signs of good and poor animal health including parasites, zoonotic and non-zoonotic diseases.	Identify signs of good and poor animal health.	Completes an animal health check, which includes checking for the presence of parasites, zoonotic and non-zoonotic diseases.	None.
Animal care and welfare	Level 2-7	Animal health abnormalities that may require veterinary attention.	Check for health abnormalities when completing an animal health check, facilitating veterinary attention if required.	Recognises health abnormalities requiring veterinary attention and facilitates this if required.	None.
Weeds, pests, disease and disorders	Level 2-7	Weeds, pests, diseases, disorders and their life cycles, including treatment methods.	Oversee the control of weeds, pests, diseases and disorders using treatment methods as required.	Applies treatment as required when overseeing the control of weeds, pests, diseases or disorders in relation to their life cycles.	Justifies why the selected treatment methods are the most effective for managing weeds, pests, diseases and disorders.

Weeds, pests, disease and disorders	Level 2-4	Key requirements and functions of an integrated pest management plan.	Complies with an integrated pest management plan.	Explains the importance of complying with an integrated pest management plan.	None.
Weeds, pests, disease and disorders	Level 5-7	Principles for developing and implementing an integrated pest management plan.	Develop and implement an integrated pest management plan.	Describes the planning and any implementation of an integrated pest management plan they were responsible for.	Evaluates the effectiveness of integrated pest management plans for which they were responsible.
Tree or Plant care and health	Level 2-7	Methods for storing, transporting and handling trees and plants to prevent damage and maximise establishment potential.	Store, transport and handle trees and plants to prevent damage and maximise establishment potential.	Stores and handles trees and plants, preventing damage and death and maximising establishment potential.	None.
Tree or Plant care and health	Level 2-7	Techniques for planting, supporting and protecting trees and plants.	Plant, protect and support trees and plants in line with organisational guidance.	Plants, protects and supports trees and plants using techniques to maximise establishment potential in line with organisational guidance.	None.
Tree or Plant care and health	Level 2-7	Types of trees and plants and their suitability to different situations and site conditions.	Identify the suitability of trees and plants to different situations and site conditions.	Explains how different situations and site conditions affect the type of trees and plants suitable for planting.	None.
Biodiversity	Level 2 - 3	Key requirements and functions of a biodiversity management plan.	Complies with a biodiversity management plan.	Explains the importance of complying with a biodiversity management plan.	None.
Biodiversity	Level 4 - 7	Principles for developing and implementing a biodiversity management plan.	Develop and implement a biodiversity management plan.	Describes the planning and implementation of a biodiversity management plan.	Evaluates the effectiveness of biodiversity management plans.
Communication	Level 2-7	Communication techniques for dealing with technical and non-technical audiences.	Apply different communication techniques when dealing with technical and non-technical audiences.	Describes how they adjust their communication techniques when dealing with different technical and non-technical audiences.	None.
Record keeping	Level 2-7	Methods to maintain manual or electronic records in accordance with legislation and organisational policy.	Maintain and update records in accordance with current legislation and organisational policy.	Describes how they maintain and update records in accordance with legislation and organisational policy.	None.
Record keeping	Level 2-7	Ways to use, record and store data and information securely and in line with legislation and local and	Use, record and store data and information securely and in line with legislation requirements and local and national policies.	Explains how they use, record and store data and information securely and in line with legislation requirements and local and national	None.

		national policies.		policies.	
Emergency first aid	Level 2-7	Emergency response and first aid protocols and procedures.	Respond appropriately to incidents and emergencies in the workplace. Administer first aid.	Describes how they apply emergency response and first aid protocols when responding to incidents and emergencies in the workplace.	None.
Partnership, collaboration and teamwork	Level 2-7	Principles of collaboration, partnership and teamworking.	Collaborate and work in partnership with team members and or external agencies.	Collaborates and works in partnership with team members and or external agencies.	Evaluates benefits of partnership working and collaboration with teams.
Continuing professional development	Level 2-7	Methods to identify and undertake learning and continuing professional development opportunities.	Participate in learning and CPD activities.	Explains the importance of identifying own CPD needs and how CPD participation has improved own role.	Evaluates the impact of completed CPD opportunities for their own way of working.
Equity, diversity and inclusion	Level 2-7	Legislation and organisational policies relating to equity, diversity and inclusion in the workplace.	Comply with legislation and policies that support equity, diversity and inclusion in the workplace.	Explains how legislation and policies have been followed to support and promote equity, diversity and inclusion in the workplace.	Evaluates their approach to supporting and promoting equity, diversity and inclusion in terms of impact on the workplace.
Leadership	Level 4-7	Leadership theories and styles, and the impact these can have on individuals and the organisation.	Provide leadership to individuals.	Explains own leadership style and the impact on individuals and the organisation.	Critically evaluates leadership styles and the impact on individuals and the organisation.
Problem solving	Level 2-7	Problem solving techniques when responding to routine and non-routine issues and how these apply to own role.	Apply problem solving techniques to resolve routine and non-routine issues within scope of own role.	Explains the techniques they have used to solve routine and non-routine problems.	Explains how they share techniques and solutions to routine and or non-routine problems with others and how this benefits the organisation.
Quality improvement	Level 2-7	Methods to audit and measure quality in the workplace.	Participate in audit activity to inform quality improvement.	Describes how they have applied quality improvement principles, measures and activities in their workplace and their own role in promoting quality improvement.	Explains how valid and reliable audit methods have been used to improve own and others' practice.
Interpreting data	Level 2-7	Data collation, analysis, interpretation and evaluation techniques.	Collate, analyse, interpret and evaluate data within the context of their own role.	Explains how they collate analyse, interpret and evaluate data within the context of their own role and its contribution to organisational efficiency.	Evaluates the decisions and actions taken as a result of data analysis they have completed, within the context of their own role.
Digital systems and technology	Level 2-7	Digital tools and techniques relevant to own role and workplace.	Use digital tools and techniques relevant to own role and workplace.	Describes how they use digital tools and techniques relevant to own role and workplace.	Critically evaluates the digital tools and techniques used in own role and workplace and identifies opportunities for further improvements.

Digital systems and technology	Level 2-7	Advancements in digital systems, tools and technology within the sector.	Keep up to date with advancements in digital systems, tools and technology within the sector.	Explains how they keep up to date with advancements in digital systems, tools and technology within the sector.	Evaluates the impact of advancements in digital systems, tools and technology for their own role and within the wider sector.
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Behaviours	Level 2-7
Professionalism	<p>Acts in a professional and ethical manner.</p> <p>Has a flexible, positive attitude to work.</p> <p>Represents the employer in a professional manner.</p> <p>Demonstrates a strong work ethic, including pride in work, attention to detail, integrity and good time management.</p> <p>Ability to use own initiative and is aware of limits of responsibility.</p> <p>Manages own time to achieve tasks to schedule.</p>
Leadership and teamwork	<p>Acts in a way that builds and maintains positive relationships with colleagues, customers and suppliers.</p> <p>Team focused and works effectively with colleagues and others.</p>
Innovation	<p>Challenges approaches to current working practices in a constructive manner, identifying potential improvement and development.</p> <p>Committed to keeping up with industry developments and best practice.</p> <p>Actively seek innovative ideas.</p>
Technology	<p>Embraces technological advancements within the sector.</p> <p>Proactively seeks out new technological advancements within the sector.</p>
Equity, diversity and inclusion	<p>Respectful of others.</p> <p>Tailors communication to the audience.</p> <p>Shows respect for different views</p> <p>Promotes equity, diversity and inclusion with the team.</p> <p>Supports an inclusive workplace.</p>
Personal Development	<p>Committed to continuous professional development.</p>

	Sources solutions and seeks to continuously improve and develop.
Health and Safety	Champions health and safety across the team and embeds it in activities. Puts safety first for themselves and others. Facilitates safe working practices to ensure safety of self and others.
Adaptability	Adapts to change in conditions, technologies, situations and working environments. Ability to work outdoors in all weather conditions.
Sustainability	Actively promotes sustainability initiatives. Contributes towards a sustainable workplace.