



# IfATE

Shaping skills training

## EPA Draft Preview

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# DRAFT END-POINT ASSESSMENT PLAN FOR THE POULTRY TECHNICIAN APPRENTICESHIP

ST0467/V1.1

APPRENTICESHIP REFERENCE NUMBER	LEVEL OF THIS END-POINT ASSESSMENT (EPA)	INTEGRATION
ST0467	3	None

### Contents

1. Introduction and overview
2. EPA summary table
3. Duration of end-point assessment period
4. EPA gateway
5. Order of assessment methods
6. Professional discussion underpinned by a portfolio of evidence and videos
7. Short response written test
8. Grading
9. Overall EPA grading
10. Re-sits and re-takes

11. Roles and responsibilities
12. Reasonable adjustments
13. Internal quality assurance
14. Value for money
15. Professional recognition
16. Mapping of KSBs to assessment methods
17. Mapping of KSBs to grade themes

This EPA has options. Display the EPA for:

All



## Introduction and overview

This document explains the requirements for end-point assessment (EPA) for the poultry technician apprenticeship. End-point assessment organisations (EPAOs) must follow this when designing and delivering the EPA.

Poultry technician apprentices, their employers and training providers should read this document.

This is a core and options apprenticeship. An apprentice must be trained and assessed against the core and one option. The options are:

- Poultry rearing technician
- Poultry breeding technician
- Poultry hatchery technician
- Poultry egg production technician
- Poultry growing technician

A full-time poultry technician apprentice typically spends 18 months on-programme. The apprentice must spend at least 12 months on-programme and complete the required amount of off-the-job training in line with the apprenticeship funding rules.

The EPA should be completed within an EPA period lasting typically 3 months.

The apprentice must complete their training and meet the gateway requirements before starting their EPA. The EPA will assess occupational competence.

An approved EPAO must conduct the EPA for this apprenticeship. Employers must work with the training provider to select an approved EPAO from the apprenticeship providers and assessment register (APAR).

This EPA has 2 assessment methods.

The grades available for each assessment method are below.

Assessment method 1 - professional discussion underpinned by a portfolio of evidence and videos:

- fail
- pass
- distinction

Assessment method 2 - short response written test:

- fail
- pass
- distinction

The result from each assessment method is combined to decide the overall apprenticeship grade. The following grades are available for the apprenticeship:

- fail
- pass
- merit
- distinction

## EPA summary table

<p><b>On-programme - typically 18 months</b></p>	<p>The apprentice must:</p> <ul style="list-style-type: none"> <li>• complete training to develop the knowledge, skills and behaviours (KSBs) outlined in this apprenticeship's standard</li> <li>• complete training towards English and mathematics qualifications in line with the apprenticeship funding rules</li> <li>• compile a portfolio of evidence</li> </ul>
<p><b>End-point assessment gateway</b></p>	<p>The apprentice's employer must be content that the apprentice is occupationally competent.</p> <p>The apprentice must:</p> <ul style="list-style-type: none"> <li>• confirm they are ready to take the EPA</li> <li>• have achieved English and mathematics qualifications in line with the apprenticeship funding rules</li> </ul> <p>For the professional discussion underpinned by a portfolio of evidence and videos, the apprentice must submit a portfolio of evidence.</p> <p>Gateway evidence must be submitted to the EPAO, along with any organisation specific policies and procedures requested by the EPAO.</p>
<p><b>End-point assessment - typically 3 months</b></p>	<p><b>The grades available for each assessment method are below</b></p> <p>Professional discussion underpinned by a portfolio of evidence and videos:</p> <ul style="list-style-type: none"> <li>• fail</li> <li>• pass</li> <li>• distinction</li> </ul> <p>Short response written test:</p> <ul style="list-style-type: none"> <li>• fail</li> </ul>

	<ul style="list-style-type: none"> <li>• pass</li> <li>• distinction</li> </ul> <p><b>Overall EPA and apprenticeship can be graded:</b></p> <ul style="list-style-type: none"> <li>• fail</li> <li>• pass</li> <li>• merit</li> <li>• distinction</li> </ul>
<b>Re-sits and re-takes</b>	<p>The details for re-sits and re-takes are below:</p> <ul style="list-style-type: none"> <li>• re-take and re-sit overall epa grade cap: merit</li> <li>• re-take and re-sit grade cap for an individual method: pass</li> <li>• re-sit timeframe: typically 1 months</li> <li>• re-take timeframe: typically 3 months</li> </ul>

## Duration of end-point assessment period

The EPA is taken in the EPA period. The EPA period starts when the EPAO confirms the gateway requirements have been met and is typically 3 months.

The EPAO should confirm the gateway requirements have been met and start the EPA as quickly as possible.

## EPA gateway

The apprentice's employer must be content that the apprentice is occupationally competent. That is, they are deemed to be working at or above the level set out in the apprenticeship standard and ready to undertake the EPA. The employer may take advice from the apprentice's training provider, but the employer must make the decision. The apprentice will then enter the gateway.

The apprentice must meet the gateway requirements before starting their EPA.

They must:

- confirm they are ready to take the EPA
- have achieved English and mathematics qualifications in line with the apprenticeship funding rules

- submit a portfolio of evidence for the professional discussion underpinned by a portfolio of evidence and videos

### **Portfolio of evidence requirements:**

The apprentice must compile a portfolio of evidence during the on-programme period of the apprenticeship. It should only contain evidence related to the KSBs that will be assessed by the professional discussion. It will typically contain 15 discrete pieces of evidence. Evidence must be mapped against the KSBs. Evidence may be used to demonstrate more than one KSB as a qualitative rather than quantitative approach is suggested.

Evidence sources may include workplace documentation and records, for example:

- workplace policies and procedures
- witness statements
- annotated photographs
- video clips with a maximum total duration 10 minutes; the apprentice must be in view and identifiable

This is not a definitive list and other evidence sources can be included.

The portfolio of evidence should not include reflective accounts or any methods of self-assessment. Any employer contributions should focus on direct observation of performance, for example, witness statements, rather than opinions. The evidence provided must be valid and attributable to the apprentice and the portfolio of evidence should contain a statement from the employer and apprentice confirming this.

The EPAO should not assess the portfolio of evidence directly as it underpins the discussion. The independent assessor should review the portfolio of evidence to prepare questions for the discussion. They are not required to provide feedback after this review.

Gateway evidence must be submitted to the EPAO, along with any organisation specific policies and procedures requested by the EPAO.

## **Order of assessment methods**

The assessment methods can be delivered in any order.

The result of one assessment method does not need to be known before starting the next.

## **Professional discussion underpinned by a portfolio of evidence and videos**

### **Overview**

In the professional discussion, an independent assessor and apprentice have a formal two-way conversation. It gives the apprentice the opportunity to demonstrate the KSBs mapped

to this assessment method.

## Rationale

This assessment method is being used because:

- Avian influenza (Bird flu) is endemic for wild birds within the UK resulting in several issues for the commercial agricultural sector and apprentices undertaking qualifications within this area. Commercial agricultural premises continue to apply stringent biosecurity measures and maintain limited/no access to external visitors (e.g. independent end-point assessors).
- it assesses KSBs holistically and objectively
- it allows for the assessment of KSBs that do not occur on a predictable or regular basis
- it allows for assessment of responses where there are a range of potential answers
- it can be conducted remotely, potentially reducing cost.

## Delivery

The professional discussion must be structured to give the apprentice the opportunity to demonstrate the KSBs mapped to this assessment method to the highest available grade.

An independent assessor must conduct and assess the professional discussion.

The purpose of the independent assessor's questions will be to assess the apprentice's competence against the following themes:

- animal welfare
- biosecurity
- standard operating procedures
- health and safety
- communication
- rearing or breeding or hatchery or egg production or growing

Videos must be recorded at the apprentice's usual place of work to demonstrate occupational competence against the following themes and KSBs:

Option - one from

- rearing K14, K15, K17 S23 to S30
- breeding K19 to K23, S31 to S45
- hatchery K24 to K28, S46 to S52
- egg production K30, K32, S53 to S63
- growing K33 to K36, S64 to S75

Apprentices must be clearly identifiable in all videos, and it is the EPAO's responsibility to ensure the validity, security and authenticity of any recorded materials. EPAOs may wish to

set parameters for the maximum length of videos and establish file naming conventions to maintain consistency and support file uploads, storage and security.

The EPAO must give an apprentice 14 days' notice of the professional discussion.

The independent assessor must have at least 2 weeks to review the supporting documentation.

The apprentice must have access to their portfolio of evidence during the professional discussion.

The apprentice can refer to and illustrate their answers with evidence from their portfolio of evidence however, the portfolio of evidence is not directly assessed.

The professional discussion must last for 180 minutes. The independent assessor can increase the time of the professional discussion by up to 10%. This time is to allow the apprentice to respond to a question if necessary.

The independent assessor must explain to the apprentice the format and timescales of the professional discussion before it starts. This does not count towards the assessment time.

The independent assessor must ask at least 12 questions. The independent assessor must use the questions from the EPAO's question bank or create their own questions in line with the EPAO's training. Follow-up questions are allowed where clarification is required.

The apprentice may choose to end the assessment method early. The apprentice must be confident they have demonstrated competence against the assessment requirements for the assessment method. The independent assessor or EPAO must ensure the apprentice is fully aware of all assessment requirements. The independent assessor or EPAO cannot suggest or choose to end the assessment methods early, unless in an emergency. The EPAO is responsible for ensuring the apprentice understands the implications of ending an assessment early if they choose to do so. The independent assessor may suggest the assessment continues. The independent assessor must document the apprentice's request to end the assessment early.

The independent assessor must make the grading decision.

The independent assessor must keep accurate records of the assessment. They must record:

- the apprentice's answers to questions
- the KSBs demonstrated in answers to questions
- the grade achieved

## **Assessment location**

The professional discussion must take place in a suitable venue selected by the EPAO for example, the EPAO's or employer's premises.

The professional discussion can be conducted by video conferencing. The EPAO must have processes in place to verify the identity of the apprentice and ensure the apprentice is not being aided.



The professional discussion should take place in a quiet room, free from distractions and influence.

## Question and resource development

The EPAO must develop a purpose-built assessment specification and question bank. It is recommended this is done in consultation with employers of this occupation. The EPAO must maintain the security and confidentiality of EPA materials when consulting with employers. The assessment specification and question bank must be reviewed at least once a year to ensure they remain fit-for-purpose.

The assessment specification must be relevant to the occupation and demonstrate how to assess the KSBs mapped to this assessment method. The EPAO must ensure that questions are refined and developed to a high standard. The questions must be unpredictable. A question bank of sufficient size will support this.

The EPAO must ensure that the apprentice has a different set of questions in the case of re-sits or re-takes.

The EPAO must produce the following materials to support the professional discussion underpinned by a portfolio of evidence and videos:

- independent assessor assessment materials which include:
  - training materials
  - administration materials
  - moderation and standardisation materials
  - guidance materials
  - grading guidance
  - question bank
- EPA guidance for the apprentice and the employer

The EPAO must ensure that the EPA materials are subject to quality assurance procedures including standardisation and moderation.

## Short response written test

### Overview

In the short response written test, the apprentice answers questions in a controlled and invigilated environment. It gives the apprentice the opportunity to demonstrate the knowledge mapped to this assessment method.

Short answer questions (SAQs) are open-ended questions used to assess basic knowledge in an examination. SAQs need a brief factual or interpretive answer.

### Rationale

This assessment method is being used because:

- it can assess knowledge
- it is easy to administer
- it can be conducted remotely and administered to multiple apprentices at the same time, potentially reducing cost

## Delivery

The short response written test must be structured to give the apprentice the opportunity to demonstrate the knowledge mapped to this assessment method to the highest available grade.

The test can be computer or paper based.

The apprentice must be given at least 14 days' notice of the date and time of the test.

The test must consist of 20 short answer questions. Short answer questions need a written response.

Responses to SAQs may be one word, a phrase, a sentence or a paragraph and are typically awarded up to 5 marks.

Each test paper should be 65 marks in total.

To achieve a pass, the apprentice should achieve between 39 and 52 marks.

To achieve a distinction, the apprentice should achieve between 53 and 65 marks.

## Test administration

The apprentice must have 60 minutes to complete the test.

The test is closed book which means that the apprentice cannot refer to reference books or materials whilst taking the test.

The test must be taken in the presence of an invigilator who is the responsibility of the EPAO. The EPAO must have an invigilation policy setting out how the test must be conducted. It must state the ratio of apprentices to invigilators for the setting and allow the test to take place in a secure way.

The EPAO must verify the apprentice's identity and ensure invigilation of the apprentice for example, with 360-degree cameras and screen sharing facilities.

The EPAO is responsible for the security of the test including the arrangements for on-line testing. The EPAO must ensure that their security arrangements maintain the validity and reliability of the test.

## Marking

The EPAO must develop a marking scheme based on the grading descriptors for this assessment method. The test must be marked by an independent assessor or marker employed by the EPAO. They must follow the marking scheme produced by the EPAO.

Any incorrect or missing answers get zero marks.

The EPAO is responsible for overseeing the marking of the test. The EPAO must ensure standardisation and moderation of tests with written answers.

## Assessment location

The apprentice must take the test in a suitably controlled and invigilated environment that is a quiet room, free from distractions and influence. The EPAO must check the venue is suitable.

The test can take place remotely if the appropriate technology and systems are in place to prevent malpractice.

## Question and resource development

The EPAO must develop a purpose-built assessment specification and question bank. It is recommended this is done in consultation with employers of this occupation. The EPAO should maintain the security and confidentiality of EPA materials when consulting with employers. The assessment specification and question bank must be reviewed at least once a year to ensure they remain fit-for-purpose.

The assessment specification must be relevant to the occupation and demonstrate how to assess the KSBs mapped to this assessment method. The EPAO must ensure that questions are refined and developed to a high standard. The questions must be unpredictable. A question bank of sufficient size will support this.

The EPAO must ensure that the apprentice has a different set of questions in the case of re-sits or re-takes.

The EPAO must produce the following materials to support the test:

- assessment materials for independent assessors and markers which includes:
  - training materials
  - administration materials
  - moderation and standardisation materials
  - guidance materials
  - grading guidance
  - test specification
  - sample test and mark schemes
  - live tests and mark schemes
  - question bank

- EPA guidance for the apprentice and the employer

The EPAO must ensure that the EPA materials are subject to quality assurance procedures including standardisation and moderation.

## Grading

### **Professional discussion underpinned by a portfolio of evidence and videos**

Fail - does not meet pass criteria

THEME KSBS	PASS APPRENTICES MUST DEMONSTRATE ALL OF THE PASS DESCRIPTORS	DISTINCTION APPRENTICES MUST DEMONSTRATE ALL OF THE PASS DESCRIPTORS AND ALL OF THE DISTINCTION DESCRIPTORS
Core - Animal welfare K4 S10 S12 S16 B6	<p>Explains how they take responsibility for and apply, relevant welfare codes of practice including the five freedoms. (K4, S16, B6)</p> <p>Describes how they ensure the health of birds or hatching eggs is maintained with any problems identified and diagnosed early and appropriate measures taken. (S10, S12)</p>	None
Core - Biosecurity S8 S9 S11 B7	Describes how they deliver biosecurity compliance on site in line with industry, company and customer standards for each poultry breed, implementing corrective actions as required and adapting to changing conditions, situations and working environments. (S8, S9, S11, B7)	Describes the consequences of failing to deliver biosecurity compliance on site and being unreactive to changing conditions, considering the impact on the company, customer standards and wider industry. (S8, B7)
Core - Standard operating procedures K5 K8 K9 K11 K12 S3 S13 S15 S17 S18 S19 B3 B4 B5	<p>Describes the organisation's standard operating procedures, methods of stock control and stock densities, record keeping, and reporting methods. (K8)</p> <p>Explains the operation's facility management requirements,</p>	Evaluates how waste is controlled on site and the methods used to optimise efficiency through the management of utilities, resources and equipment, making recommendations to

	<p>alarms and backup systems. (K11)</p> <p>Describes the end-to-end process of the operation, the stages within it, their role within the wider supply chain and how they a deliver reliable performance with a strong work ethic attention to detail, integrity and good time management. (K9, B3)</p> <p>Defines how they implement and maintain compliance through understanding of the standards applicable to poultry, reporting and resolving non-compliance and contributing to assurance standard audits. (S18, S19)</p> <p>Explains how they apply and act on business, industry and legislative requirements including industry assurance standards, maintaining their own knowledge through continuous professional development. (S17, B4)</p> <p>Describes how they maintain, monitor and utilise systems, technology, software, machinery, and equipment as appropriate to the operation and dependant on the stage in the process. (K12, S13)</p> <p>Describes how they manage the use of utilities, resources and equipment to control waste and optimise efficiency with a focus on making the workplace more sustainable. (S3, B5)</p> <p>Explains how they identify the relevant environmental controls for the specific poultry breed, system, customer or egg</p>	<p>improve sustainability within the organisation. (S3, B5)</p> <p>Explains the importance of acting on business, industry and legislative requirements including industry assurance standards and the consequences of not doing so. (S17)</p>
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	programme, analyses when adjustments are required and applies them as appropriate. (K5, S15)	
Core - Health and safety <a href="#">S4 S5 S6 S7</a>	Explains how they comply with, and enforce, the company's health and safety rules to maintain a safe working environment, including taking responsibility for all personnel's health and safety on site, ensuring safety procedures for visitors are adhered to and reporting and investigating accidents and near misses as required. (S4 S5 S6 S7)	None
Core - Communication <a href="#">S1 S2 S14 S20 S21 S22 B1 B2</a>	<p>Explains how they maintain the upkeep of the site and manage staff or contractors, ensuring legal compliance with welfare regulations, all relevant legislation, site rules and protocols and customer ethical standards. (S1, S20)</p> <p>Describes how they contribute to site audits and maintenance of the information system. (S2)</p> <p>Explains how they coordinate and conduct performance management checks, take appropriate actions and maintain, update, and keep appropriate records. (S14)</p> <p>Defines how they maintain employee relations through communication and assisting</p>	None

	<p>with training whilst supporting and inclusive workplace. (S21, B2)</p> <p>Describes how they communicate and collaborate effectively with internal colleagues and external stakeholders using face to face or digital technologies. (S22, B1)</p>	
<p>Poultry rearing technician - Rearing <a href="#">K14</a> <a href="#">K15</a> <a href="#">K16</a> <a href="#">K17</a> <a href="#">K18</a> <a href="#">S23</a> <a href="#">S24</a> <a href="#">S25</a> <a href="#">S26</a> <a href="#">S27</a> <a href="#">S28</a> <a href="#">S29</a> <a href="#">S30</a></p>	<p>Demonstrates how they manage, maintain and operate equipment and appropriate conditions and welfare provision across the brooding process relevant to age, breed and bird requirements, safely and effectively. (K14, S24, S25, S26)</p> <p>Demonstrates how they coordinate the movement and transport of birds safely, effectively and compassionately without undue stress, ensuring the use of appropriate manual handling techniques. (S23)</p> <p>Assesses and monitors the growth of young birds to meet production targets and organisational requirements, ensuring any factors that may impact growth are mitigated. (K15, S28)</p> <p>Demonstrates the preparation and administration of vaccines in accordance with company procedures. (K17, S29)</p> <p>Applies people and resources effectively and using appropriate methods to rear birds to achieve the suitable</p>	<p>Co-ordinates the movement and transport of birds with optimum safety, efficiency, and compassion, ensuring the bird's welfare is paramount and any undue stress is minimised whilst placing them in the correct area. (S23)</p> <p>Justifies the steps taken to assess and monitor the growth of young birds and mitigate any negative factors, explaining how production targets are always considered in any decisions that are taken. (K15, S28)</p>



	<p>target weight, condition and development. (S27, S30)</p> <p>Explains the factors and causes that can affect the condition and physical characteristics of males and why this makes them suitable or unsuitable for breeding. (K16)</p> <p>Describes the factors that can affect flock performance for the appropriate breed or species. (K18)</p>	
<p>Poultry breeding technician - Breeding <a href="#">K19</a> <a href="#">K20</a> <a href="#">K21</a> <a href="#">K22</a> <a href="#">K23</a> <a href="#">S31</a> <a href="#">S32</a> <a href="#">S33</a> <a href="#">S34</a> <a href="#">S35</a> <a href="#">S36</a> <a href="#">S37</a> <a href="#">S38</a> <a href="#">S39</a> <a href="#">S40</a> <a href="#">S41</a> <a href="#">S42</a> <a href="#">S43</a> <a href="#">S44</a></p>	<p>Demonstrates how they manage, maintain and operate equipment and appropriate conditions and welfare provision across the brooding process relevant to age, breed and bird requirements, safely and effectively. (S39, S40, S41, S43, S44,)</p> <p>Coordinates the safe and effective movement and transport of birds compassionately and without undue stress and using appropriate manual handling techniques. (S38)</p> <p>Demonstrates the preparation of males and monitoring and collection of semen according to organisational requirements, ensuring the factors effecting bird fertility and semen quality are always considered. (K20, K21, S37)</p> <p>Monitors and maintains the artificial insemination programme relevant to the species, including the</p>	<p>Justifies the steps taken during the preparation of males and monitoring and collection of semen according to organisational requirements, explaining the consequences of not considering bird fertility and semen quality. (K20, K21, S37)</p> <p>Optimally handles birds and eggs when monitoring, maintain, grading, marking and storing, ensuring birds are placed in the correct area safely and efficiently. (K22, S34, S42)</p>

	<p>preparation of hens according to organisational requirements, ensuring they provide input and guidance to others as needed. (S35, S36)</p> <p>Demonstrates how they monitor, maintain, collect grade, mark and store eggs for breeding purposes ensuring the eggs are always handled safely. (K22, S34, S42)</p> <p>Applies the correct process and resources to bring birds into lay, identifying and selecting suitable males as required. (K19, S32, S33)</p> <p>Demonstrates how they prepare facilities for the arrival or departure of birds. (K23, S31)</p>	
<p>Poultry hatchery technician - Hatchery <a href="#">K24</a> <a href="#">K25</a> <a href="#">K26</a> <a href="#">K27</a> <a href="#">K28</a> <a href="#">S45</a> <a href="#">S46</a> <a href="#">S47</a> <a href="#">S48</a> <a href="#">S49</a> <a href="#">S50</a> <a href="#">S51</a></p>	<p>Carries out the preparation, monitoring and maintenance of equipment and appropriate conditions for new birds. (S50)</p> <p>Manages, monitors and maintains the hatch, despatch and transport of poultry, monitoring the take-off of poultry and ensuring substandard products are recognised and disposed of according to legal and organisational requirements. (K27, S49)</p> <p>Carries out checks on egg fertility and selects eggs for transfer in line with organisational requirements, providing advice and input to others as required. (S48)</p>	<p>Explains the importance of complying with the principles of vaccination during the preparation and administration of vaccines and the potential consequences of not doing so. (K28, S51)</p> <p>Efficiently and safely manages and monitors the preparation and loading of hatching eggs into an incubator, justifying their reasons for identifying eggs that are not chosen for incubation. (K25, S46)</p>

Demonstrates how they manage, monitor and maintain the preparation, loading and incubation of hatching eggs, considering the factors that would make eggs unsuitable for incubation. (K25, S46)

Manages, monitors and maintains the receipt and selection of eggs for hatching, ensuring workers follow correct process and giving advice and guidance on storage and selection of eggs. (K24, S45)

Demonstrates how they ensure eggs are prepared for incubation at set times, ensuring the incubator is prepared to receive eggs and that eggs are loaded into the incubator correctly. (K26, S47)

Demonstrates the preparation and administration of vaccines in accordance with company procedures. (K28, S51)

<p>Poultry egg production technician - Egg production <a href="#">K29</a> <a href="#">K30</a> <a href="#">K31</a> <a href="#">K32</a> <a href="#">S52</a> <a href="#">S53</a> <a href="#">S54</a> <a href="#">S55</a> <a href="#">S56</a> <a href="#">S57</a> <a href="#">S58</a> <a href="#">S59</a> <a href="#">S60</a></p>	<p>Demonstrates how they coordinate the movement and transport of birds safely, effectively and compassionately without undue stress, ensuring the use of appropriate manual handling techniques. (S54)</p> <p>Demonstrates the preparation, monitoring and maintenance of equipment and conditions relevant to the bird's age and requirements, using team insight as required. (S57, S59, S60)</p> <p>Performs the management of food and water provision for birds. (S55)</p> <p>Carries out the preparation of facilities for the arrival or departure of birds using appropriate handling methods as required. (K32, S53)</p> <p>Demonstrates the application of correct processes, conditions and resources to bring birds into lay. (K30, S56)</p> <p>Carries out the management, monitoring and maintenance requirements for the collection, grading, marking and storage of eggs in line with organisational needs. (S52, S58)</p> <p>Describes the factors that can affect flock performance for the appropriate breed or species. (K29)</p> <p>Explains the factors effecting egg quality and actions that can be taken to maximise this. (K31)</p>	<p>Explains the importance of managing the provision of feed and water relevant to the species and point in the life cycle of the bird and the impact of not doing so. (S55)</p> <p>Co-ordinates the movement and transport of birds with optimum safety, efficiency, and compassion, ensuring the bird's welfare is paramount and any undue stress is minimised whilst placing them in the correct area. (S54)</p>
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<p>Poultry growing technician -                  Growing <a href="#">K33</a> <a href="#">K34</a>  <a href="#">K35</a> <a href="#">K36</a> <a href="#">S61</a> <a href="#">S62</a>  <a href="#">S63</a> <a href="#">S64</a> <a href="#">S65</a> <a href="#">S66</a>  <a href="#">S67</a> <a href="#">S68</a> <a href="#">S69</a> <a href="#">S70</a></p>	<p>Demonstrates how they prepare facilities for the arrival or departure of birds. (K36, S65)</p> <p>Demonstrates how they coordinate the movement and transport of birds safely, effectively and compassionately without undue stress, ensuring the use of appropriate manual handling techniques. (S66)</p> <p>Carries out the management, preparation and provision of food water. (K34, S61, S68,)</p> <p>Demonstrates how they manage, maintain and operate equipment and appropriate conditions and welfare provision across the brooding process relevant to age, breed and bird requirements, safely and effectively, including, ventilation equipment, heaters, feed and water equipment, shed alarms, bird weighing equipment, lighting. (K33, S62, S70)</p> <p>Prepares, monitors and maintains equipment and appropriate conditions for new birds, using team insights as required to ensure bird development. (S67, S69,)</p> <p>Demonstrates how they deploy people and resources effectively to rear birds to achieve suitable target weight and condition for processing. (S63)</p> <p>Assesses and monitors the growth of young birds to meet production targets and organisational requirements, ensuring any factors that may impact growth are mitigated. (K35, S64)</p>	<p>Co-ordinates the movement and transport of birds with optimum safety, efficiency, and compassion, ensuring the bird's welfare is paramount and any undue stress is minimised whilst placing them in the correct area. (S66)</p> <p>Justifies the steps taken to assess and monitor the growth of young birds and mitigate any negative factors, explaining how production targets are always considered in any decisions that are taken. (K35, S64)</p>
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### Short response written test

Fail - does not meet pass criteria

THEME KSBS	PASS APPRENTICES MUST DEMONSTRATE ALL OF THE PASS DESCRIPTORS	DISTINCTION APPRENTICES MUST DEMONSTRATE ALL OF THE PASS DESCRIPTORS AND ALL OF THE DISTINCTION DESCRIPTORS
Core - Animal welfare <a href="#">K1</a> <a href="#">K2</a> <a href="#">K6</a>	<p>Describes the anatomy, diseases, feed requirements, and typical characteristics of relevant species or breeds. (Core) (K1)</p> <p>Describes the indicators of health or welfare issues and the actions required to mitigate them. (Core) (K2)</p> <p>Explains the processes for culling, disposal and despatch. (Core) (K6)</p>	See grade boundaries and EPA marking scheme.
Core - Biosecurity <a href="#">K3</a>	Explains the safety, hygiene and biosecurity legislation, and codes of practice relevant to the operation and how they are applied effectively. (Core) (K3)	See grade boundaries and EPA marking scheme.
Core - Health and safety <a href="#">K7</a> <a href="#">K13</a>	<p>Describes the processes for manual handling and transport procedures. (Core) (K7)</p> <p>Outlines the applicable legislation, ethical code of practice and relevant policy and process when supervising and managing employees and, contract or agency workers. (Core) (K13)</p>	See grade boundaries and EPA marking scheme.

Core - Standard operating procedures <a href="#">K10</a>	Describes their performance requirements, including cost, growth, mortality, waste, hygiene and safety metrics. (Core) (K10)	See grade boundaries and EPA marking scheme.

## Overall EPA grading

Performance in the EPA determines the overall grade of:

- fail
- pass
- merit
- distinction

An independent assessor must individually grade the professional discussion underpinned by a portfolio of evidence and videos and short response written test in line with this EPA plan.

The EPAO must combine the individual assessment method grades to determine the overall EPA grade.

If the apprentice fails one assessment method or more, they will be awarded an overall fail.

To achieve an overall pass, the apprentice must achieve at least a pass in all the assessment methods.

Grades from individual assessment methods must be combined in the following way to determine the grade of the EPA overall.



PROFESSIONAL DISCUSSION UNDERPINNED BY A PORTFOLIO OF EVIDENCE AND VIDEOS	SHORT RESPONSE WRITTEN TEST	OVERALL GRADING
Any grade	Fail	Fail
Fail	Any grade	Fail
Pass	Pass	Pass
Pass	Distinction	Merit
Distinction	Pass	Merit
Distinction	Distinction	Distinction

## Re-sits and re-takes

If the apprentice fails one assessment method or more, they can take a re-sit or a re-take at their employer's discretion. The apprentice's employer needs to agree that a re-sit or re-take is appropriate. A re-sit does not need further learning, whereas a re-take does. The apprentice should have a supportive action plan to prepare for a re-sit or a re-take.

The employer and the EPAO should agree the timescale for a re-sit or re-take. A re-sit is typically taken within 1 months of the EPA outcome notification. The timescale for a re-take is dependent on how much re-training is required and is typically taken within 3 months of the EPA outcome notification.

Failed assessment methods must be re-sat or re-taken within a 6-month period from the EPA outcome notification, otherwise the entire EPA will need to be re-sat or re-taken in full.

Re-sits and re-takes are not offered to an apprentice wishing to move from pass to a higher grade.

The apprentice will get a maximum EPA grade of merit if they need to re-sit or re-take one or more assessment methods, unless the EPAO determines there are exceptional circumstances.

## Roles and responsibilities

ROLES	RESPONSIBILITIES
Apprentice	<p>As a minimum, the apprentice should:</p> <ul style="list-style-type: none"> <li>• complete on-programme training to meet the KSBs as outlined in the apprenticeship standard for a minimum of 12 months</li> <li>• complete the required amount of off-the-job training specified by the apprenticeship funding rules and as arranged by the employer and training provider</li> <li>• understand the purpose and importance of EPA</li> <li>• prepare for and undertake the EPA including meeting all gateway requirements</li> </ul>
Employer	<p>As a minimum, the apprentice's employer must:</p> <ul style="list-style-type: none"> <li>• select the training provider</li> <li>• work with the training provider to select the EPAO</li> <li>• work with the training provider, where applicable, to support the apprentice in the workplace and to provide the opportunities for the apprentice to develop the KSBs</li> <li>• arrange and support off-the-job training to be undertaken by the apprentice</li> <li>• decide when the apprentice is working at or above the apprenticeship standard and is ready for EPA</li> <li>• ensure the apprentice is prepared for the EPA</li> <li>• ensure that all supporting evidence required at the gateway is submitted in line with this EPA plan</li> <li>• confirm arrangements with the EPAO for the EPA in a timely manner, including who, when, where</li> <li>• provide the EPAO with access to any employer-specific documentation as required for example, company policies</li> <li>• ensure that the EPA is scheduled with the EPAO for a date and time which allows appropriate opportunity for the apprentice to meet the KSBs</li> <li>• ensure the apprentice is given sufficient time away from regular duties to prepare for, and complete the EPA</li> <li>• ensure that any required supervision during the EPA period, as stated within this EPA plan, is in place</li> <li>• ensure the apprentice has access to the resources used to fulfil their role and carry out the EPA for workplace based assessments</li> </ul>

	<ul style="list-style-type: none"> <li>• remain independent from the delivery of the EPA</li> <li>• pass the certificate to the apprentice upon receipt</li> </ul>
EPAO	<p>As a minimum, the EPAO must:</p> <ul style="list-style-type: none"> <li>• conform to the requirements of this EPA plan and deliver its requirements in a timely manner</li> <li>• conform to the requirements of the apprenticeship provider and assessment register</li> <li>• conform to the requirements of the external quality assurance provider (EQAP)</li> <li>• understand the apprenticeship including the occupational standard and EPA plan</li> <li>• make all necessary contractual arrangements including agreeing the price of the EPA</li> <li>• develop and produce assessment materials including specifications and marking materials, for example mark schemes, practice materials, training material</li> <li>• maintain and apply a policy for the declaration and management of conflict of interests and independence. This must ensure, as a minimum, there is no personal benefit or detriment for those delivering the EPA or from the result of an assessment. It must cover: <ul style="list-style-type: none"> <li>• apprentices</li> <li>• employers</li> <li>• independent assessors</li> <li>• any other roles involved in delivery or grading of the EPA</li> </ul> </li> <li>• have quality assurance systems and procedures that ensure fair, reliable and consistent assessment and maintain records of internal quality assurance (IQA) activity for external quality assurance (EQA) purposes</li> <li>• appoint independent, competent, and suitably qualified assessors in line with the requirements of this EPA plan</li> <li>• appoint administrators, invigilators and any other roles where required to facilitate the EPA</li> <li>• deliver induction, initial and on-going training for all their independent assessors and any other roles involved in the delivery or grading of the EPA as specified within this EPA plan. This should include how to record the rationale and evidence for grading decisions where required</li> </ul>

	<ul style="list-style-type: none"> <li>• conduct standardisation with all their independent assessors before allowing them to deliver an EPA, when the EPA is updated, and at least once a year</li> <li>• conduct moderation across all of their independent assessors' decisions once EPAs have started according to a sampling plan, with associated risk rating of independent assessors</li> <li>• monitor the performance of all their independent assessors and provide additional training where necessary</li> <li>• develop and provide assessment recording documentation to ensure a clear and auditable process is in place for providing assessment decisions and feedback to all relevant stakeholders</li> <li>• use language in the development and delivery of the EPA that is appropriate to the level of the apprenticeship</li> <li>• arrange for the EPA to take place in a timely manner, in consultation with the employer</li> <li>• provide information, advice, and guidance documentation to enable apprentices, employers and training providers to prepare for the EPA</li> <li>• confirm the gateway requirements have been met before they start the EPA for an apprentice</li> <li>• arrange a suitable venue for the EPA</li> <li>• maintain the security of the EPA including, but not limited to, verifying the identity of the apprentice, invigilation and security of materials</li> <li>• where the EPA plan permits assessment away from the workplace, ensure that the apprentice has access to the required resources and liaise with the employer to agree this if necessary</li> <li>• confirm the overall grade awarded</li> <li>• maintain and apply a policy for conducting appeals</li> </ul>
Independent assessor	<p>As a minimum, an independent assessor must:</p> <ul style="list-style-type: none"> <li>• be independent, with no conflict of interest with the apprentice, their employer or training provider, specifically, they must not receive a personal benefit or detriment from the result of the assessment</li> <li>• have, maintain and be able to evidence up-to-date knowledge and expertise of the occupation</li> <li>• have the competence to assess the EPA and meet the requirements of the IQA section of this EPA plan</li> </ul>

	<ul style="list-style-type: none"> <li>• understand the apprenticeship's occupational standard and EPA plan</li> <li>• attend induction and standardisation events before they conduct an EPA for the first time, when the EPA is updated, and at least once a year</li> <li>• use language in the delivery of the EPA that is appropriate to the level of the apprenticeship</li> <li>• work with other personnel, where used, in the preparation and delivery of assessment methods</li> <li>• conduct the EPA to assess the apprentice against the KSBs and in line with the EPA plan</li> <li>• make final grading decisions in line with this EPA plan</li> <li>• record and report assessment outcome decisions</li> <li>• comply with the IQA requirements of the EPAO</li> <li>• comply with external quality assurance (EQA) requirements</li> </ul>
Training provider	<p>As a minimum, the training provider must:</p> <ul style="list-style-type: none"> <li>• conform to the requirements of the apprenticeship provider and assessment register</li> <li>• ensure procedures are in place to mitigate against any conflict of interest</li> <li>• work with the employer and support the apprentice during the off-the-job training to provide the opportunities to develop the KSBs as outlined in the occupational standard</li> <li>• deliver training to the apprentice as outlined in their apprenticeship agreement</li> <li>• monitor the apprentice's progress during any training provider led on-programme learning</li> <li>• ensure the apprentice is prepared for the EPA</li> <li>• work with the employer to select the EPAO</li> <li>• advise the employer, upon request, on the apprentice's readiness for EPA</li> <li>• ensure that all supporting evidence required at the gateway is submitted in line with this EPA plan</li> <li>• remain independent from the delivery of the EPA</li> </ul>
Marker	<p>As a minimum, the marker must:</p>

	<ul style="list-style-type: none"> <li>• attend induction training as directed by the EPAO</li> <li>• have no direct connection or conflict of interest with the apprentice, their employer or training provider</li> <li>• mark test answers in line with the EPAO's mark scheme and procedures</li> </ul>
Invigilator	<p>As a minimum, the invigilator must:</p> <ul style="list-style-type: none"> <li>• attend induction training as directed by the EPAO</li> <li>• not invigilate an assessment, solely, if they have delivered the assessed content to the apprentice</li> <li>• invigilate and supervise the apprentice during tests and in breaks during assessment methods to prevent malpractice in line with the EPAO's invigilation procedures</li> </ul>

## Reasonable adjustments

### Reasonable adjustments

The EPAO must have reasonable adjustments arrangements for the EPA.

This should include:

- how an apprentice qualifies for a reasonable adjustment
- what reasonable adjustments may be made

Adjustments must maintain the validity, reliability and integrity of the EPA as outlined in this EPA plan.

### Special considerations

The EPAO must have special consideration arrangements for the EPA.

This should include:

- how an apprentice qualifies for a special consideration
- what special considerations will be given

Special considerations must maintain the validity, reliability and integrity of the EPA as outlined in this EPA plan.

## Internal quality assurance

Internal quality assurance refers to the strategies, policies and procedures that an EPAO must have in place to ensure valid, consistent and reliable EPA decisions.

EPAOs for this EPA must adhere to the requirements within the roles and responsibilities table.

They must also appoint independent assessors who:

- have recent relevant experience of the occupation or sector to at least occupational level 3 gained in the last 5 years or significant experience of the occupation or sector
- have professional body membership with:
  - hold or be working towards an assessor qualification
  - have 5 years experience working in a farm or hatchery in a poultry organisation

## Value for money

Affordability of the EPA will be aided by using at least some of the following:

- completing applicable assessment methods online, for example computer-based assessment
- utilising digital remote platforms to conduct applicable assessment methods
- using the employer's premises
- conducting assessment methods on the same day

## Professional recognition

This apprenticeship is not aligned to professional recognition.

## Mapping of KSBs to assessment methods

KNOWLEDGE	ASSESSMENT METHODS
<p><b>K1:</b> Core. Anatomy, diseases, feed requirements, and typical characteristics of relevant species or breeds. (Core)</p>	Short response written test
<p><b>K2:</b> Core. Indicators of health or welfare issues and the actions required to mitigate them. (Core)</p>	Short response written test
<p><b>K3:</b> Core. Safety, hygiene and biosecurity legislation, and codes of practice relevant to the operation and how they are applied effectively. (Core)</p>	Short response written test
<p><b>K4:</b> Core. Relevant welfare codes of practice, including the five freedoms. (Core)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p><b>K5:</b> Core. Specific animal requirements appropriate to the species, environment and point in the growth cycle. (Core)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p><b>K6:</b> Core. Processes for culling, disposal and despatch. (Core)</p>	Short response written test
<p><b>K7:</b> Core. Processes for manual handling and transport procedures. (Core)</p>	Short response written test
<p><b>K8:</b> Core. Standard operating procedures, methods of stock control and stock densities, record keeping, and reporting relevant to their operation. (Core)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p><b>K9:</b> Core. End to end process of the operation, the stages within it, how to deliver reliable performance and their role within the wider supply chain. (Core)</p>	Professional discussion underpinned by a portfolio of evidence and videos



<p><b>K10:</b> Core. Performance requirements, including cost, growth, mortality, waste, hygiene and safety metrics. (Core)</p>	Short response written test
<p><b>K11:</b> Core. Facility management requirements applicable to the operation, alarms and backup systems. (Core)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p><b>K12:</b> Core. Systems, technology, software, machinery, and equipment relevant to the operation for example, feed and water equipment, ventilation panels, egg packing machinery and incubation equipment dependant on the stage in the process. (Core)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p><b>K13:</b> Core. Applicable legislation, ethical code of practice and relevant policy and process when supervising and managing employees and, contract or agency workers. (Core)</p>	Short response written test
<p><b>K14:</b> Poultry rearing technician. The application of equipment across the brooding process, and impact of environmental conditions and feed and water provision for example, brooders or heaters, feeders, drinkers, lights' resources. (Rearing)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p><b>K15:</b> Poultry rearing technician. The factors that can impact on the growth targets required for organisational purposes. (Rearing)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p><b>K16:</b> Poultry rearing technician. The factors and causes that can affect the condition and physical characteristics of males and why this makes them suitable or unsuitable for breeding. (Rearing)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p><b>K17:</b> Poultry rearing technician. The principles of vaccination and the importance of correct administration. (Rearing)</p>	Professional discussion underpinned by a portfolio of evidence and videos

<p><b>K18:</b> Poultry rearing technician. The factors that can affect flock performance for the appropriate breed or species. (Rearing)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p><b>K19:</b> Poultry breeding technician. How to maintain correct conditions and apply appropriate resources to bring birds into lay. (Breeding)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p><b>K20:</b> Poultry breeding technician. How males should be handled during semen collection to maintain good welfare and maximise semen quality. (Breeding)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p><b>K21:</b> Poultry breeding technician. The factors effecting bird fertility and semen quality. (Breeding)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p><b>K22:</b> Poultry breeding technician. The reasons why it is important that the eggs are stored correctly and the consequences if this is not done effectively. (Breeding)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p><b>K23:</b> Poultry breeding technician. Facility and handling requirements for the arrival or departure of birds. (Breeding)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p><b>K24:</b> Poultry hatchery technician. The reasons why it is important that the eggs are stored correctly and the consequences if this is not done effectively. (Hatchery)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p><b>K25:</b> Poultry hatchery technician. The factors which would explain why eggs would be unsuitable for incubation. (Hatchery)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p><b>K26:</b> Poultry hatchery technician. The reasons why it is important to have appropriate incubation conditions and times closely monitored and maintained. (Hatchery)</p>	Professional discussion underpinned by a portfolio of evidence and videos

<p><b>K27:</b> Poultry hatchery technician. The factors that can affect the condition of birds making them unfit for transport. (Hatchery)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p><b>K28:</b> Poultry hatchery technician. The principles of vaccination and the importance of correct administration. (Hatchery)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p><b>K29:</b> Poultry egg production technician. The factors that can affect flock performance for the appropriate breed or species. (Egg Production)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p><b>K30:</b> Poultry egg production technician. How to maintain correct conditions and apply appropriate resources to bring birds into lay and the reasons why these must be maintained correctly. (Egg Production)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p><b>K31:</b> Poultry egg production technician. The factors effecting egg quality and actions that can be taken to maximise this. (Egg Production)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p><b>K32:</b> Poultry egg production technician. Facility and handling requirements for the arrival or departure of birds. (Egg Production)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p><b>K33:</b> Poultry growing technician. How to apply equipment and resources effectively for growing birds appropriate to the conditions for example, ventilation equipment, heaters, feed and water equipment, shed alarms, bird weighing equipment, lighting. resources, appropriate conditions. (Growing)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p><b>K34:</b> Poultry growing technician. Feed and water provision and why it is important that these are correct. (Growing)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p><b>K35:</b> Poultry growing technician. The factors that can impact on the growth targets required to meet processing requirements. (Growing)</p>	Professional discussion underpinned by a portfolio of evidence and videos

<p><b>K36:</b> Poultry growing technician. Facility and handling requirements for the arrival or departure of birds. (Growing)</p>	<p>Professional discussion underpinned by a portfolio of evidence and videos</p>
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SKILL	ASSESSMENT METHODS
<p><b>S1:</b> Core. Maintains upkeep of the site to ensure legal compliance in line with welfare regulations, all relevant legislation and customer ethical standards. (Core)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p><b>S2:</b> Core. Contributes to site audits and maintenance of the information system. (Core)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p><b>S3:</b> Core. Manages the use of utilities, resources and equipment to control waste and optimise efficiency. (Core)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p><b>S4:</b> Core. Complies with and enforce the company health and safety rules; works in a safe manner and maintain a safe working environment. (Core)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p><b>S5:</b> Core. Takes responsibility for all personnel's health and safety on site. (Core)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p><b>S6:</b> Core. Ensures all accidents and near misses are reported and investigated in a timely manner. (Core)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p><b>S7:</b> Core. Ensures that safety procedures and health regulations are followed at site by all staff and visitors. (Core)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p><b>S8:</b> Core. Delivers full biosecurity compliance on their site in line with industry, company and customer standards for each poultry breed and implements corrective actions when required. (Core)</p>	Professional discussion underpinned by a portfolio of evidence and videos

<p><b>S9:</b> Core. Takes responsibility and delivers personal hygiene compliance and procedures of themselves and all workers on their site. (Core)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p><b>S10:</b> Core. Ensures the health of the birds or hatching eggs is maintained at all times and deals with potential welfare issues. (Core)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p><b>S11:</b> Core. Provides a clean environment in line with agreed standards for the facility. (Core)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p><b>S12:</b> Core. Identifies and diagnoses problems early and ensures appropriate measures are taken. (Core)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p><b>S13:</b> Core. Maintains, monitors and utilises technology and systems appropriate to the operation. (Core)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p><b>S14:</b> Core. Coordinates and conducts performance management checks, takes appropriate actions and maintains, updates, and keeps appropriate records. (Core)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p><b>S15:</b> Core. Identifies the relevant environmental controls for the specific poultry breed, system, customer or egg programme, analyses when adjustments are required and applies them as appropriate. (Core)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p><b>S16:</b> Core. Adheres to and applies welfare codes of practice including the 5 freedoms. (Core)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p><b>S17:</b> Core. Applies and acts on business, industry and legislative requirements including industry assurance standards. (Core)</p>	Professional discussion underpinned by a portfolio of evidence and videos

<p><b>S18:</b> Core. Implements and maintains compliance through understanding of the standards applicable to poultry and reporting and resolving non-compliance. (Core)</p>	<p>Professional discussion underpinned by a portfolio of evidence and videos</p>
<p><b>S19:</b> Core. Contributes to assurance standard audits. (Core)</p>	<p>Professional discussion underpinned by a portfolio of evidence and videos</p>
<p><b>S20:</b> Core. Manages poultry staff or contractors visiting the site and ensures compliance with all necessary rules and protocols. (Core)</p>	<p>Professional discussion underpinned by a portfolio of evidence and videos</p>
<p><b>S21:</b> Core. Maintains employee relations through communication and assisting with training. (Core)</p>	<p>Professional discussion underpinned by a portfolio of evidence and videos</p>
<p><b>S22:</b> Core. Communicates effectively with internal colleagues and external stakeholders using face to face or digital technologies. (Core)</p>	<p>Professional discussion underpinned by a portfolio of evidence and videos</p>
<p><b>S23:</b> Poultry rearing technician. Coordinates the movement and transport of birds safely, effectively and compassionately without undue stress, ensuring the use of appropriate manual handling techniques. (Rearing)</p>	<p>Professional discussion underpinned by a portfolio of evidence and videos</p>
<p><b>S24:</b> Poultry rearing technician. Manages, maintains and operates equipment relevant to age, breed, bird requirements safely and effectively. (Rearing)</p>	<p>Professional discussion underpinned by a portfolio of evidence and videos</p>
<p><b>S25:</b> Poultry rearing technician. Prepares, monitors and maintains equipment and appropriate conditions for new birds. (Rearing)</p>	<p>Professional discussion underpinned by a portfolio of evidence and videos</p>
<p><b>S26:</b> Poultry rearing technician. Manages appropriate feed and water provision. (Rearing)</p>	<p>Professional discussion underpinned by a portfolio of evidence and videos</p>

<p><b>S27:</b> Poultry rearing technician. Applies people and resources effectively to rear birds to achieve the suitable target weight and condition for breeding. (Rearing)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p><b>S28:</b> Poultry rearing technician. Assesses and monitors that the growth of young birds meets production targets in line with organisational requirements. (Rearing)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p><b>S29:</b> Poultry rearing technician. Prepares and administers vaccines in accordance with company procedures. (Rearing)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p><b>S30:</b> Poultry rearing technician. Apply appropriate methods, equipment and team insight to ensure bird development. (Rearing)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p><b>S31:</b> Poultry breeding technician. Prepares facilities for arrival or departure of birds. (Breeding)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p><b>S32:</b> Poultry breeding technician. Brings birds into lay by identifying and selecting suitable males for breeding. (Breeding)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p><b>S33:</b> Poultry breeding technician. Applies the correct process and resources to bring birds into lay. (Breeding)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p><b>S34:</b> Poultry breeding technician. Monitor and maintain the collection, grading and storage of eggs for breeding purposes and provide input and guidance to others where required. (Breeding)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p><b>S35:</b> Poultry breeding technician. Monitor and maintain the artificial insemination programme relevant to the species and provide input and guidance to others where required. (Breeding)</p>	Professional discussion underpinned by a portfolio of evidence and videos



<p><b>S36:</b> Poultry breeding technician. Prepares hens and monitors their insemination in-line with organisational requirements. (Breeding)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p><b>S37:</b> Poultry breeding technician. Prepare males and monitors the collection of semen in-line with organisational requirements. (Breeding)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p><b>S38:</b> Poultry breeding technician. Coordinates the movement and transport of birds safely, effectively and compassionately without undue stress, ensuring the use of appropriate manual handling techniques. (Breeding)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p><b>S39:</b> Poultry breeding technician. Prepares, monitors and maintains equipment and appropriate conditions for new birds. (Breeding)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p><b>S40:</b> Poultry breeding technician. Applies appropriate methods, equipment and team insight to ensure bird development. (Breeding)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p><b>S41:</b> Poultry breeding technician. Manages appropriate feed and water provision. (Breeding)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p><b>S42:</b> Poultry breeding technician. Ensures eggs are handled, graded, marked and stored in line with organisational requirements. (Breeding)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p><b>S43:</b> Poultry breeding technician. Manages, maintains and operates equipment relevant to age, breed, bird requirements safely and effectively. (Breeding)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p><b>S44:</b> Poultry breeding technician. Manages appropriate feed and water provision. (Breeding)</p>	Professional discussion underpinned by a portfolio of evidence and videos

<p><b>S45:</b> Poultry hatchery technician. Manages, monitors and maintains the receipt and selection of eggs for hatching, ensuring workers follow correct process and giving advice and guidance on storage and selection of eggs. (Hatchery)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p><b>S46:</b> Poultry hatchery technician. Manages, monitors and maintains the preparation, loading and incubation of hatching eggs. (Hatchery)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p><b>S47:</b> Poultry hatchery technician. Ensures eggs are prepared for incubation at set times, the incubator is prepared correctly to receive eggs and eggs are loaded into the incubator correctly by the team. (Hatchery)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p><b>S48:</b> Poultry hatchery technician. Checks egg fertility and selects eggs for transfer in line with organisational requirements and provides advice and input to others. (Hatchery)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p><b>S49:</b> Poultry hatchery technician. Manages, monitors and maintains the hatch and despatch of poultry; – monitors the take-off of poultry, ensures substandard products are correctly recognised and disposed of in line with legal and organisational requirements, monitors the preparation of birds for transportation. (Hatchery)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p><b>S50:</b> Poultry hatchery technician. Prepares, monitors and maintains equipment and appropriate conditions for new birds. (Hatchery)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p><b>S51:</b> Poultry hatchery technician. Prepares and administers vaccines in accordance with company procedures. (Hatchery)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p><b>S52:</b> Poultry egg production technician. Manages, monitors and maintains the collection, grading and storage of eggs for human consumption. (Egg production)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p><b>S53:</b> Poultry egg production technician.</p>	Professional discussion underpinned by a

Prepares facilities for arrival or departure of birds. (Egg production)	portfolio of evidence and videos
<b>S54:</b> Poultry egg production technician. Coordinates the movement and transport of birds safely, effectively and compassionately without undue stress, ensuring the use of appropriate manual handling techniques. (Egg production)	Professional discussion underpinned by a portfolio of evidence and videos
<b>S55:</b> Poultry egg production technician. Manages appropriate feed and water provision. (Egg production)	Professional discussion underpinned by a portfolio of evidence and videos
<b>S56:</b> Poultry egg production technician. Applies the correct process and resources to bring birds into lay. (Egg production)	Professional discussion underpinned by a portfolio of evidence and videos
<b>S57:</b> Poultry egg production technician. Apply appropriate methods, equipment and team insight to ensure bird development. (Egg production)	Professional discussion underpinned by a portfolio of evidence and videos
<b>S58:</b> Poultry egg production technician. Ensures eggs are handled, graded, marked and stored in line with organisational requirements. (Egg Production)	Professional discussion underpinned by a portfolio of evidence and videos
<b>S59:</b> Poultry egg production technician. Manages, maintains and operates equipment relevant to age, breed, bird requirements safely and effectively. (Egg production)	Professional discussion underpinned by a portfolio of evidence and videos
<b>S60:</b> Poultry egg production technician. Prepares, monitors and maintains equipment and appropriate conditions for new birds. (Egg Production)	Professional discussion underpinned by a portfolio of evidence and videos
<b>S61:</b> Poultry growing technician. Prepares, provides and manages appropriate feed and water provision. (Growing)	Professional discussion underpinned by a portfolio of evidence and videos
<b>S62:</b> Poultry growing technician. Prepares, monitors and maintains equipment and appropriate conditions for new birds including, Ventilation	Professional discussion underpinned by a

equipment, heaters, feed and water equipment, shed alarms, bird weighing equipment, lighting. (Growing)	portfolio of evidence and videos
<b>S63:</b> Poultry growing technician. Uses people and resources effectively to rear birds to achieve suitable target weight and condition for processing. (Growing)	Professional discussion underpinned by a portfolio of evidence and videos
<b>S64:</b> Poultry growing technician. Assesses and monitors that the growth of young birds meets production targets in line with organisational requirements. (Growing)	Professional discussion underpinned by a portfolio of evidence and videos
<b>S65:</b> Poultry growing technician. Prepares facilities for arrival or departure of birds. (Growing)	Professional discussion underpinned by a portfolio of evidence and videos
<b>S66:</b> Poultry growing technician. Coordinates the movement and transport of birds safely, effectively and compassionately without undue stress, ensuring the use of appropriate manual handling techniques. (Growing)	Professional discussion underpinned by a portfolio of evidence and videos
<b>S67:</b> Poultry growing technician. Prepares, monitors and maintains equipment and appropriate conditions for new birds. (Growing)	Professional discussion underpinned by a portfolio of evidence and videos
<b>S68:</b> Poultry growing technician. Manages appropriate feed and water provision. (Growing)	Professional discussion underpinned by a portfolio of evidence and videos
<b>S69:</b> Poultry growing technician. Applies appropriate methods, equipment and team insight to ensure bird development. (Growing)	Professional discussion underpinned by a portfolio of evidence and videos
<b>S70:</b> Poultry growing technician. Manages, maintains and operates equipment relevant to age, breed, bird requirements safely and effectively. (Growing)	Professional discussion underpinned by a portfolio of evidence and videos

BEHAVIOUR	ASSESSMENT METHODS
<p><b>B1:</b> Core. Team focused and collaborates effectively with colleagues and others. (Core)</p>	<p>Professional discussion underpinned by a portfolio of evidence and videos</p>
<p><b>B2:</b> Core. Supports an inclusive workplace. (Core)</p>	<p>Professional discussion underpinned by a portfolio of evidence and videos</p>
<p><b>B3:</b> Core. Demonstrates a strong work ethic, including pride in work, attention to detail, integrity and good time management. (Core)</p>	<p>Professional discussion underpinned by a portfolio of evidence and videos</p>
<p><b>B4:</b> Core. Committed to continuous professional development. (Core)</p>	<p>Professional discussion underpinned by a portfolio of evidence and videos</p>
<p><b>B5:</b> Core. Contributes to a sustainable workplace. (Core)</p>	<p>Professional discussion underpinned by a portfolio of evidence and videos</p>
<p><b>B6:</b> Core. Takes responsibility for adopting good animal welfare practices. (Core)</p>	<p>Professional discussion underpinned by a portfolio of evidence and videos</p>
<p><b>B7:</b> Core. Adapts to change in conditions, technologies, situations and working environment. (Core)</p>	<p>Professional discussion underpinned by a portfolio of evidence and videos</p>

## Mapping of KSBs to grade themes

### Professional discussion underpinned by a portfolio of evidence and videos

KSBS GROUPED BY THEME	KNOWLEDGE	SKILLS	BEHAVIOUR
Core - Animal welfare K4 S10 S12 S16 B6	Relevant welfare codes of practice, including the five freedoms. (Core) (K4)	<p>Ensures the health of the birds or hatching eggs is maintained at all times and deals with potential welfare issues. (Core) (S10)</p> <p>Identifies and diagnoses problems early and ensures appropriate measures are taken. (Core) (S12)</p> <p>Adheres to and applies welfare codes of practice including the 5 freedoms. (Core) (S16)</p>	Takes responsibility for adopting good animal welfare practices. (Core) (B6)
Core - Biosecurity S8 S9 S11 B7	None	<p>Delivers full biosecurity compliance on their site in line with industry, company and customer standards for each poultry breed and implements corrective actions when required. (Core) (S8)</p> <p>Takes responsibility and delivers personal hygiene compliance and procedures of themselves and all workers on their site. (Core) (S9)</p>	Adapts to change in conditions, technologies, situations and working environment. (Core) (B7)

		Provides a clean environment in line with agreed standards for the facility. (Core) (S11)	
Core - Standard operating procedures K5 K8 K9 K11 K12 S3 S13 S15 S17 S18 S19 B3 B4 B5	<p>Specific animal requirements appropriate to the species, environment and point in the growth cycle. (Core) (K5)</p> <p>Standard operating procedures, methods of stock control and stock densities, record keeping, and reporting relevant to their operation. (Core) (K8)</p> <p>End to end process of the operation, the stages within it, how to deliver reliable performance and their role within the wider supply chain. (Core) (K9)</p> <p>Facility management requirements applicable to the operation, alarms and backup systems. (Core) (K11)</p> <p>Systems, technology, software, machinery, and equipment relevant to the operation for</p>	<p>Manages the use of utilities, resources and equipment to control waste and optimise efficiency. (Core) (S3)</p> <p>Maintains, monitors and utilises technology and systems appropriate to the operation. (Core) (S13)</p> <p>Identifies the relevant environmental controls for the specific poultry breed, system, customer or egg programme, analyses when adjustments are required and applies them as appropriate. (Core) (S15)</p> <p>Applies and acts on business, industry and legislative requirements including industry assurance standards. (Core) (S17)</p> <p>Implements and maintains compliance through understanding of</p>	<p>Demonstrates a strong work ethic, including pride in work, attention to detail, integrity and good time management. (Core) (B3)</p> <p>Committed to continuous professional development. (Core) (B4)</p> <p>Contributes to a sustainable workplace. (Core) (B5)</p>

	example, feed and water equipment, ventilation panels, egg packing machinery and incubation equipment dependant on the stage in the process. (Core) (K12)	the standards applicable to poultry and reporting and resolving non-compliance. (Core) (S18)  Contributes to assurance standard audits. (Core) (S19)	
Core - Health and safety  S4 S5 S6 S7	None	Complies with and enforce the company health and safety rules; works in a safe manner and maintain a safe working environment. (Core) (S4)  Takes responsibility for all personnel's health and safety on site. (Core) (S5)  Ensures all accidents and near misses are reported and investigated in a timely manner. (Core) (S6)  Ensures that safety procedures and health regulations are followed at site by all staff and visitors. (Core) (S7)	None
Core - Communication  S1 S2 S14 S20 S21 S22 B1 B2	None	Maintains upkeep of the site to ensure legal compliance in line with welfare regulations, all relevant legislation and customer	Team focused and collaborates effectively with colleagues and others. (Core) (B1)



		<p>ethical standards. (Core) (S1)</p> <p>Contributes to site audits and maintenance of the information system. (Core) (S2)</p> <p>Coordinates and conducts performance management checks, takes appropriate actions and maintains, updates, and keeps appropriate records. (Core) (S14)</p> <p>Manages poultry staff or contractors visiting the site and ensures compliance with all necessary rules and protocols. (Core) (S20)</p> <p>Maintains employee relations through communication and assisting with training. (Core) (S21)</p> <p>Communicates effectively with internal colleagues and external stakeholders using face to face or digital technologies. (Core) (S22)</p>	<p>Supports an inclusive workplace. (Core) (B2)</p>
<p>Poultry rearing technician - Rearing K14 K15 K16 K17</p>	<p>The application of equipment across the brooding process, and impact</p>	<p>Coordinates the movement and transport of birds safely, effectively</p>	<p>None</p>

<p>K18 S23 S24 S25 S26 S27 S28 S29 S30</p>	<p>of environmental conditions and feed and water provision for example, brooders or heaters, feeders, drinkers, lights' resources. (Rearing) (K14)</p> <p>The factors that can impact on the growth targets required for organisational purposes. (Rearing) (K15)</p> <p>The factors and causes that can affect the condition and physical characteristics of males and why this makes them suitable or unsuitable for breeding. (Rearing) (K16)</p> <p>The principles of vaccination and the importance of correct administration. (Rearing) (K17)</p> <p>The factors that can affect flock performance for the appropriate breed or species. (Rearing) (K18)</p>	<p>and compassionately without undue stress, ensuring the use of appropriate manual handling techniques. (Rearing) (S23)</p> <p>Manages, maintains and operates equipment relevant to age, breed, bird requirements safely and effectively. (Rearing) (S24)</p> <p>Prepares, monitors and maintains equipment and appropriate conditions for new birds. (Rearing) (S25)</p> <p>Manages appropriate feed and water provision. (Rearing) (S26)</p> <p>Applies people and resources effectively to rear birds to achieve the suitable target weight and condition for breeding. (Rearing) (S27)</p> <p>Assesses and monitors that the growth of young birds meets production targets in line with organisational requirements. (Rearing) (S28)</p>	
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		<p>Prepares and administers vaccines in accordance with company procedures. (Rearing) (S29)</p> <p>Apply appropriate methods, equipment and team insight to ensure bird development. (Rearing) (S30)</p>	
<p>Poultry breeding technician - Breeding K19 K20 K21 K22 K23 S31 S32 S33 S34 S35 S36 S37 S38 S39 S40 S41 S42 S43 S44</p>	<p>How to maintain correct conditions and apply appropriate resources to bring birds into lay. (Breeding) (K19)</p> <p>How males should be handled during semen collection to maintain good welfare and maximise semen quality. (Breeding) (K20)</p> <p>The factors effecting bird fertility and semen quality. (Breeding) (K21)</p> <p>The reasons why it is important that the eggs are stored correctly and the consequences if this is not done effectively. (Breeding) (K22)</p>	<p>Prepares facilities for arrival or departure of birds. (Breeding) (S31)</p> <p>Brings birds into lay by identifying and selecting suitable males for breeding. (Breeding) (S32)</p> <p>Applies the correct process and resources to bring birds into lay. (Breeding) (S33)</p> <p>Monitor and maintain the collection, grading and storage of eggs for breeding purposes and provide input and guidance to others where required. (Breeding) (S34)</p> <p>Monitor and maintain the artificial insemination programme</p>	None

	<p>Facility and handling requirements for the arrival or departure of birds. (Breeding) (K23)</p>	<p>relevant to the species and provide input and guidance to others where required. (Breeding) (S35)</p> <p>Prepares hens and monitors their insemination in-line with organisational requirements. (Breeding) (S36)</p> <p>Prepare males and monitors the collection of semen in-line with organisational requirements. (Breeding) (S37)</p> <p>Coordinates the movement and transport of birds safely, effectively and compassionately without undue stress, ensuring the use of appropriate manual handling techniques. (Breeding) (S38)</p> <p>Prepares, monitors and maintains equipment and appropriate conditions for new birds. (Breeding) (S39)</p> <p>Applies appropriate methods, equipment and team insight to ensure bird development. (Breeding) (S40)</p>	
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		<p>Manages appropriate feed and water provision. (Breeding) (S41)</p> <p>Ensures eggs are handled, graded, marked and stored in line with organisational requirements. (Breeding) (S42)</p> <p>Manages, maintains and operates equipment relevant to age, breed, bird requirements safely and effectively. (Breeding) (S43)</p> <p>Manages appropriate feed and water provision. (Breeding) (S44)</p>	
<p>Poultry hatchery technician - Hatchery K24 K25 K26 K27 K28 S45 S46 S47 S48 S49 S50 S51</p>	<p>The reasons why it is important that the eggs are stored correctly and the consequences if this is not done effectively. (Hatchery) (K24)</p> <p>The factors which would explain why eggs would be unsuitable for incubation. (Hatchery) (K25)</p> <p>The reasons why it is important to have appropriate incubation conditions and times closely</p>	<p>Manages, monitors and maintains the receipt and selection of eggs for hatching, ensuring workers follow correct process and giving advice and guidance on storage and selection of eggs. (Hatchery) (S45)</p> <p>Manages, monitors and maintains the preparation, loading and incubation of hatching eggs. (Hatchery) (S46)</p>	<p>None</p>

monitored and maintained.  
(Hatchery) (K26)

The factors that can affect the condition of birds making them unfit for transport.  
(Hatchery) (K27)

The principles of vaccination and the importance of correct administration.  
(Hatchery) (K28)

Ensures eggs are prepared for incubation at set times, the incubator is prepared correctly to receive eggs and eggs are loaded into the incubator correctly by the team. (Hatchery) (S47)

Checks egg fertility and selects eggs for transfer in line with organisational requirements and provides advice and input to others.  
(Hatchery) (S48)

Manages, monitors and maintains the hatch and despatch of poultry; – monitors the take-off of poultry, ensures substandard products are correctly recognised and disposed of in line with legal and organisational requirements, monitors the preparation of birds for transportation.  
(Hatchery) (S49)

Prepares, monitors and maintains equipment and appropriate conditions for new birds. (Hatchery) (S50)

		<p>Prepares and administers vaccines in accordance with company procedures. (Hatchery) (S51)</p>	
<p>Poultry egg production technician - Egg production K29 K30 K31 K32 S52 S53 S54 S55 S56 S57 S58 S59 S60</p>	<p>The factors that can affect flock performance for the appropriate breed or species. (Egg Production) (K29)</p> <p>How to maintain correct conditions and apply appropriate resources to bring birds into lay and the reasons why these must be maintained correctly. (Egg Production) (K30)</p> <p>The factors effecting egg quality and actions that can be taken to maximise this. (Egg Production) (K31)</p> <p>Facility and handling requirements for the arrival or departure of birds. (Egg Production) (K32)</p>	<p>Manages, monitors and maintains the collection, grading and storage of eggs for human consumption. (Egg production) (S52)</p> <p>Prepares facilities for arrival or departure of birds. (Egg production) (S53)</p> <p>Coordinates the movement and transport of birds safely, effectively and compassionately without undue stress, ensuring the use of appropriate manual handling techniques. (Egg production) (S54)</p> <p>Manages appropriate feed and water provision. (Egg production) (S55)</p> <p>Applies the correct process and resources to bring birds into lay. (Egg production) (S56)</p> <p>Apply appropriate methods, equipment and</p>	<p>None</p>

		<p>team insight to ensure bird development. (Egg production) (S57)</p> <p>Ensures eggs are handled, graded, marked and stored in line with organisational requirements. (Egg Production) (S58)</p> <p>Manages, maintains and operates equipment relevant to age, breed, bird requirements safely and effectively. (Egg production) (S59)</p> <p>Prepares, monitors and maintains equipment and appropriate conditions for new birds. (Egg Production) (S60)</p>	
<p>Poultry growing technician - Growing K33 K34 K35 K36 S61 S62 S63 S64 S65 S66 S67 S68 S69 S70</p>	<p>How to apply equipment and resources effectively for growing birds appropriate to the conditions for example, ventilation equipment, heaters, feed and water equipment, shed alarms, bird weighing equipment, lighting. resources, appropriate conditions. (Growing) (K33)</p>	<p>Prepares, provides and manages appropriate feed and water provision. (Growing) (S61)</p> <p>Prepares, monitors and maintains equipment and appropriate conditions for new birds including, Ventilation equipment, heaters, feed and water equipment, shed alarms, bird weighing</p>	<p>None</p>



Feed and water provision and why it is important that these are correct. (Growing) (K34)

The factors that can impact on the growth targets required to meet processing requirements. (Growing) (K35)

Facility and handling requirements for the arrival or departure of birds. (Growing) (K36)

equipment, lighting. (Growing) (S62)

Uses people and resources effectively to rear birds to achieve suitable target weight and condition for processing. (Growing) (S63)

Assesses and monitors that the growth of young birds meets production targets in line with organisational requirements. (Growing) (S64)

Prepares facilities for arrival or departure of birds. (Growing) (S65)

Coordinates the movement and transport of birds safely, effectively and compassionately without undue stress, ensuring the use of appropriate manual handling techniques. (Growing) (S66)

Prepares, monitors and maintains equipment and appropriate conditions for new birds. (Growing) (S67)

		<p>Manages appropriate feed and water provision. (Growing) (S68)</p> <p>Applies appropriate methods, equipment and team insight to ensure bird development. (Growing) (S69)</p> <p>Manages, maintains and operates equipment relevant to age, breed, bird requirements safely and effectively. (Growing) (S70)</p>	
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### Short response written test

KSBS GROUPED BY THEME	KNOWLEDGE	SKILLS	BEHAVIOUR
Core - Animal welfare K1 K2 K6	<p>Anatomy, diseases, feed requirements, and typical characteristics of relevant species or breeds. (Core) (K1)</p> <p>Indicators of health or welfare issues and the actions required to mitigate them. (Core) (K2)</p> <p>Processes for culling, disposal and despatch. (Core) (K6)</p>	None	None
Core - Biosecurity K3	Safety, hygiene and biosecurity legislation, and codes of practice relevant to the operation and how they are applied effectively. (Core) (K3)	None	None
Core - Health and safety K7 K13	<p>Processes for manual handling and transport procedures. (Core) (K7)</p> <p>Applicable legislation, ethical code of practice and relevant policy and process when supervising and managing employees and, contract or agency workers. (Core) (K13)</p>	None	None

Core - Standard operating procedures K10	Performance requirements, including cost, growth, mortality, waste, hygiene and safety metrics. (Core) (K10)	None	None
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