

FDQ - Qualification Specification

FDQ number	Qualification title	EPA Plan number	EQF Level	Qualification Number (QN)
323-240	FDQ Level 2 End-point Assessment for Butcher	ST0078 / AP06	3	610/0406/6

Qualification objective

This End-point Assessment (EPA) qualification is designed for learners who have completed the on-programme training for the Butcher Standard Apprenticeship. Successful completion of this EPA confers the correct level of knowledge, skills and behaviours specified in the apprenticeship standard, and contributes towards the achievement of the Level 2 Butcher Apprenticeship. FDQ provides an EPA statement of results, but certification of the complete apprenticeship standard is provided by the Education and Skills Funding Agency (ESFA).

Regulation

The EPA qualification is externally quality assured by Ofqual.

Entry Requirements

Learners need to be 16 years old or over to take this qualification, employed or contracted in a workplace and enrolled on the Butcher Standard apprenticeship.

Prior to taking this EPA qualification, entrants should meet the Level 2 Butcher gateway requirements as specified in the assessment plan:

- Level 2 Award for Proficiency in Knife Skills
- Level 2 Award in Food Safety
- Level 2 Award in Health & Safety

In addition, apprentices must have completed a logbook to meet the gateway requirements before they can be registered for their EPA.

Qualification Content

This qualification tests the mandatory knowledge, skills and behaviours set out in the Butcher standard including: understanding a range of meat species and the various techniques needed to process and/or produce products. In addition to this, apprentices will be able to cut, prepare, package and present meat products to the standards required of the business and specialist needs of commercial and/or consumers.

Entrants will undergo three test components as detailed on the following pages, the results of which are aggregated to give a final apprenticeship grade of fail, pass, or pass with excellence.

This qualification could lead to

This qualification will support progression to further learning in:

1. Subject areas including:
 - Food retail management
 - Food processing management
 - Product development
 - Food quality and technical operations
 - Lean manufacture
2. Further qualifications and apprenticeships including:
 - Level 3 EPA for Advanced Butcher

Qualification support

The Level 2 Butcher Standard and Assessment Plan was developed by the Butcher Apprenticeship Employer Group and approved by the Institute for Apprenticeships and Technical Education (IfATE); Ofqual has confirmed it will carry out external quality assurance of the EPA. The FDQ EPA qualification is supported by the Institute of Meat and FTC.

Fitness for Purpose

FDQ has in place a comprehensive quality system built to ensure its EPA qualification assessments are valid and fair. Built on validity principles - reliability, comparability, manageability, minimising bias, moderation and fairness - our policies, procedures and operational practice including assessment development and maintenance, Internal Quality Assurance and Moderation ensure our EPA qualifications are developed, delivered and remain fit for purpose.

Further information

Further information can be obtained from our website at: <http://www.fdq.org.uk>

Or by contacting FDQ:

Tel: 0113 859 1266

E mail: fdq@fdq.org.uk

Methods of Assessment

The qualification includes 3 assessment components, each of which must achieve a pass grade in order to pass the EPA requirement of the Level 2 Butcher Apprenticeship. Test specifications for each of the assessment components are available in the Employer & Training Provider Handbook available on FDQ's secure system FDQAwards. Please contact FDQ's EPA team at epa@fdq.org.uk for more information.

Overall grading of the EPA qualification is Fail, Pass or Pass with Excellence.

Assessment Instruments and Time Allowed

FDQ Level 2 EPA for Butcher ST0078 AP06 610/0406/6	
Components	Contribution of assessment component to final grade (%)
Multiple choice test (MCT)	Equal weighting
Practical skills assessment (PSA)	*Equal weighting
Vocational competence discussion (VCD)	Equal weighting
Overall apprenticeship grading	Fail/Pass/Pass with Excellence *To achieve a pass with excellence, the apprentice must have achieved a pass with excellence in the PSA and one or both of the MCT and VCD assessments

Assessment	Time	
Multiple choice test (MCT)	60 multiple choice questions	90 mins
Practical skills assessment (PSA) Retail or Processing and one species of meat/poultry appropriate to their workplace	Scenario based activity, involving 5 tasks related to their specialist environment & appropriate to their workplace Mandatory questioning (5 set questions)	75 mins
Vocational competence discussion (VCD)	8 open/scenario-based questions	25-30 mins

Qualification scope

The qualification, using the three components of MCT, PSA & VCD will assess the following knowledge, skills and understanding:

Key

CK = Core Knowledge

CS = Core Skills

BH = Core Behaviours

RS = Retail/in-store

MCT= Multiple Choice Test

PSA = Practical Skills Assessment

VCD = Vocational Competence Discussion

PS = Processing

		Assessment Method		
Standard Ref	Knowledge to be assessed	MCT	PSA	VCD
CK1	The development of the meat sector leading up to the modern day, including its values, culture, traditions and connection to membership bodies and professional institutions	•		
CK2	The principles of butchery; including the selection, procurement, provenance and handling of livestock leading to welfare and associated lairage and slaughter practices, including Halal and Kosher	•		
CK3	The principles of waste minimisation, saleable yield and predictive costing methods	•		
CK4	The meat and poultry marketplace including the supply chain/ traceability functions and key legislative and enforcement agencies that regulate the retail and/ or process environment	•		
CK5	The principles of meat and poultry species including knowledge associated with carcase by- products, primal, joints and muscles	•		
CK6	The various craft and knife skills used for cutting, boning, trimming and mincing of meat including the use of relevant mechanical equipment as required	•	•	
CK7	Cold storage, stock control and safe movement of meat and/or poultry in the butchery environment	•		
CK8	Stock control, product pricing, quality assurance & meeting the expectations of customers &/ or contractors	•		

CK9	Health and food safety including hygiene both in personal terms and as part of the wider food sales/ production environment	•	•	
CK10	Methods for weighing products, controlling temperature, wrapping, sealing, packing, labelling and stock control of meat and poultry products for wholesale or retail sale	•		
CK11	Employment, rights and responsibilities, including equality, team working practices and the importance of continuous personal development	•		

Ref	Skills to be assessed	Assessment Method		
		MCT	PSA	VCD
CS1	Prove full awareness and adherence to health and safety regulations and/ or additional requirements that may apply to their employer's food business		•	•
CS2	Carry out a range of primary and secondary butchery skills involving the use of steak and boning knives, hand saws, cleavers, banding needles and other relevant hand tools used in the process of primal cutting, boning, slicing, dicing, rolling, trimming and filleting as used in their employer's business		•	
CS3	Produce, eat and/ or poultry products (as required) such as sausages/ pies made to the specifications of customers for sale to the public		•	
CS4	Uses machinery (as permitted) & other relevant cutting equipment including the ability to sharpen knives		•	
CS5	Apply hand/ eye co-ordination along with physical agility and manual handling of carcasses through the manufacturing/ butchery process		•	
CS6	Adhere to the legislative regulations that apply in the food industry plus the organisational policies and standard operating procedures that apply within the employer's business			•
CS7	Display the ability to work in a team and individually as required in a busy environment with pre-determined deadlines and productivity targets		•	•

CS8	Maintain the quality environment including product specification (including customer requirements), food safety compliance and traceability procedures in the meat supply chain (A20)		•	•
CS9	Support workforce development; sharing own knowledge and experience in order to assist new recruits and/ or inexperienced colleagues			•
CS10	Communicate effectively with customers, suppliers and colleagues displaying the excellent interpersonal skills required to perform the role to the required standard			•

Standard Ref	Behaviours to be assessed	Assessment Method		
		MCT	PSA	VCD
BH1	Take appropriate personal operational responsibility for both health and food safety, apply safe working practices when using knives, hazardous tools and/ or related equipment		•	•
BH2	Display a willingness to learn, solve problems & acquire new skills that will be applied in the working environment			•
BH3	Be punctual, reliable, diligent and respectful towards customers, peers and colleagues at all times			•
BH4	Show attention to detail, carrying out duties in diligent way and taking account of the efficiencies and understanding how these support the profitability of the business			•
BH5	Maintain the vision and ethos of the business, including performance levels whilst taking pride in work and fostering positive relationships with customers and colleagues			•

Retail Pathway

Standard Ref	Specialist Retail and In-Store knowledge, skills and behaviours	Assessment Method		
		MCT	PSA	VCD
RS1	Communicate enthusiastically & with personality to customers offering excellent service			•
RS2	Advise domestic and commercial customers on the preparation & cooking of red & white meat products	•		•
RS3	Produce a minimum of three meat & poultry products from the following range including joints, portions, cooked and hot products, sausages, burgers, pasties, curing, smoking, air drying & value added products	• *	•	
RS4	Plan & prepare for seasonal supply & demand of meat products ensuring best practice in the merchandising & promotion of seasonal foods	•		
RS5	Understand the counter sales environment, inc cash admin, retail display, stock replenishment systems & on-line services	•		•

Processing Pathway

Standard Ref	Specialist processing knowledge, skills and behaviours	Assessment Method		
		MCT	PSA	VCD
PS1	Produce meat to the specific volume, size & weight to meet the needs of national/ local consumers and customers in a timely and accurate fashion	• *	•	
PS2	Know and understand the need for traceability in the procurement and supply of meat	•		•
PS3	Know and understand their role in the audit and inspection process	•		•
PS4	Estimate saleable yield and predictive costing methods as required for customers	•		•

- * FDQ have split these KSBs so that elements of each are assessed within MCT and PSA.

Assessment Criteria

The three assessment components are assessed using the grading criteria on the following pages. Points are allocated according to the allowances indicated, up to the maximum stipulated.

Assessment component & KSBs	Assessment criteria
Multiple Choice Test (MCT)	Multiple choice questions: 60 questions, 1 point for each correct answer. Total available points for MCT = 60

Fail	Pass	Pass with Excellence
Apprentice scores 0-35 marks	Apprentice scores 36 - 47 marks	Apprentice scores 48 -60 marks

Assessment component & KSBs	Assessment criteria		
Practical Skills Assessment (PSA)			
CS1 CK9 CS8	<p>Prove full awareness and adherence to health and safety regulations and/or additional requirements that may apply to their employer’s food business.</p> <p>Health and food safety including hygiene both in personal terms and as part of the wider food sales/production environment.</p> <p>Maintain the quality environment including product sampling specification (including customer requirements), food safety compliance and traceability procedures in the meat supply chain.</p>		
	Fail	Pass	Pass with excellence
	Personal Protective Equipment not used correctly.	Personal Protective Equipment worn/used correctly, as per company policy.	Personal Protective Equipment worn/used correctly, as per company policy.
	Work station cleanliness and hygiene practices are below standard.	Maintains a safe, clean and hygienic work station for the duration of the task.	Maintains a safe, clean and hygienic work station that is routinely sanitised during the completion of the task.
	Failed to meet the minimum standards for health and safety regulations and/or employer requirements.	Work completed in a way that ensures safety of self and others and adheres to minimum safety regulations and employer requirements.	Work completed in a way that ensures safety of self and others and exceeds the minimum safety regulations and employer requirements.
Lack of understanding & adherence to health and safety was evident in the task.	Demonstrates full awareness and adherence to health and safety in the food business.	Demonstrates full awareness and adherence to health and safety and is able to explain implications for non-compliance in	

	<p>The cutting environment (work station) was not maintained and quality assurance of the task was below standard.</p> <p>Failed to conduct an adequate pre-carcass assessment and demonstrated weak understanding of meat traceability.</p> <p>The finished cut product did not meet the customer requirements.</p>	<p>The cutting environment (work station) was maintained to an acceptable level of quality assurance and compliance throughout the task.</p> <p>Pre-carcass assessment was conducted and meat traceability understanding met the required standard.</p> <p>The finished cut product met the customer specification to within tolerance requirements.</p>	<p>the food business.</p> <p>The cutting environment (work station) was pre-checked and quality maintained/assured to a highly compliant level during the task.</p> <p>Pre-carcass assessment was conducted and demonstrated to a high degree of understanding of meat traceability procedures.</p> <p>The finished cut product met the customer specification to the exact tolerance.</p>
<p>CS2 CK6</p>	<p>Carry out a range of primary and secondary butchery skills involving the use of steak and boning knives, hand saws, cleavers, banding needles and other relevant hand tools used in the process of primal cutting, boning, slicing, dicing, rolling, trimming and filleting as used in their employers business.</p>		
	<p>Fail</p> <p>Applies incorrect cutting methods to specified primal &/or secondary tasks that is below usual waste and yield standards.</p>	<p>Pass</p> <p>Applies correct cutting methods to specified primal & secondary tasks using appropriate knives/saws ensuring waste and yield is to standard.</p>	<p>Pass with excellence</p> <p>Applies correct & precise cutting methods to specified primal & secondary tasks using appropriate knives and saws ensuring minimal waste and</p>

	Does not complete activity in allotted time and/or to incision requirements.	Completes activity in allotted time and to incision requirements.	maximum yield standard. Completes activity in allotted time and to incision requirements, free of bone dust with anatomical features & skeletal indicators met.
CS3 RS3 PS1	<p>Produce meat and/ or poultry products (as required) such as sausages/ pies made to the specifications of customers or for sale to the public.</p> <p>Produce a minimum of three meat & poultry products from the following range including joints, portions, cooked and hot products, sausages, burgers, pasties, curing, smoking, air drying & value added products.</p>		
	Fail	Pass	Pass with excellence
	Preparation of meat, ingredients and equipment is disorganized.	<p>Understands the product order and allotted time - sets out a plan for completion, which requires some adjustment as the task proceeds in a timely manner.</p> <p>Applies correct cutting methods to specific tasks using appropriate knives and equipment ensuring business minimum yield is not exceeded.</p>	<p>Understands the product order in accordance with company specifications and immediately sets out a plan in a timely manner which doesn't need adjustment.</p> <p>Applies correct and precise cutting methods to specified tasks using appropriate knives and equipment ensuring no waste.</p>

	Work area is not cleaned and tidied. The product is not made on time or to required specification.	Work area is clean/tidy with product made on time and to specification.	Work area is sanitised and clean/tidy with product made on time and to specification.
CS4	Uses machinery (as permitted) & other relevant cutting equipment including the ability to sharpen knives		
	Fail	Pass	Pass with excellence
	<p>Fails to use knives, tools and/or equipment correctly.</p> <p>Fails to sharpen knives before use.</p>	<p>Uses knives and cutting equipment correctly to undertake tasks.</p> <p>Demonstrates the correct method for steeled / sharpening knives before use.</p>	<p>Uses knives and/or equipment correctly with precision ensuring incisions are clean and efficient.</p> <p>Demonstrates a variety of techniques to steel / sharpen knives required for different tasks.</p> <p>Able to explain why steeling and sharpening knives is a critical process.</p>
CS5	Apply hand/eye coordination along with physical agility and manual handling of carcasses through the manufacturing/ butchery process		
	Fail	Pass	Pass with excellence
	Hand/eye coordination was inconsistent.	Applies safe and competent cutting techniques with hand /eye coordination that result in accurate incisions.	Applies safe, competent and dexterous cutting techniques with clear hand /eye coordination that result in precise incisions, with no waste.

	Manual handling techniques not correctly applied.	Applies manual handling methods correctly and ensures meat is handled safely and hygienically with close attention to personal safety in the hazardous environment.	Applies manual handling methods correctly adopting the correct technique on all occasions to ensure meat is handled safely and hygienically with close attention to personal safety in the hazardous environment.
CS7	Display the ability to work in a team (as applicable) and individually as required in a busy environment with pre-determined deadlines and productivity targets		
	Fail	Pass	Pass with excellence
	<p>Little or no appreciation for team work and personal contribution to the butchery environment.</p> <p>Demonstrates poor timekeeping and little or no awareness of pre-determined yield targets.</p> <p>Showcases little or no communication skills to achieve a required outcome.</p>	<p>Demonstrates an understanding of team work and personal contribution to the butchery environment.</p> <p>Completes the tasks to the pre-determined deadlines and yield targets.</p> <p>Communicates within a team to achieve required outcomes.</p>	<p>Demonstrates strong team work and personal contribution to the butchery environment.</p> <p>Completes the task efficiently by exceeding pre-determined deadlines and yield target.</p> <p>Communicates clearly and constructively within a team to achieve required outcome.</p>
BH1	Take appropriate personal operational responsibility for both health and food safety, apply safe working practices when using knives, hazardous tools and/or related equipment		
	Fail	Pass	Pass with excellence

	<p>Showcases a little or no personal operational responsibility for both health and food safety.</p>	<p>Showcases appropriate personal operational responsibility for both health and food safety.</p>	<p>Showcases appropriate high degree of personal operational responsibility for both health and food safety throughout the task.</p>
	<p>Applies little or no safe working practices when using knives, hazardous tools and/or related equipment</p>	<p>Applies safe working practices when using knives, hazardous tools and/or related equipment.</p>	<p>Applies correct and safe working practices when using knives, hazardous tools and/or related equipment in a consistent manner.</p>

Assessment component & KSBs	Assessment criteria		
Vocational Competence Discussion (VCD)			
Standard – Vocational Competence Discussion Statements			
	Fail	Pass	Pass with excellence
	<p>Recall incomplete, lacks breadth &/or accuracy. Unable to give complete explanations of concepts and theories. Explanations are simplistic, illogical connections, guessing.</p>	<p>Recall is accurate and shows reasonable breadth. Explanations are logical, show comprehension and free from misunderstanding.</p>	<p>Evidence of clear causal links in explanations. Uses concepts and theories confidently in explaining decisions taken and application to new situations.</p>
CS1 CS6 BH1	Adhere to the legislative regulations that apply in the food industry plus the organisational policies and standard operating procedures		
	Fail	Pass	Pass with excellence
	<p>Poor recall of legislative regulation and mandated policies and standard operating procedures.</p>	<p>Correct identification of legislative regulations, policies and named at least two standard operating procedures that apply in workplace.</p>	<p>Evidence of clear technical recall and identification of regulations & policies. Recalled at least four standard operating</p>

			procedures that apply in workplace.
CS7	Work in a team and individually as required in a busy environment with predetermined deadlines and productivity targets		
	Fail	Pass	Pass with excellence
	Poor explanation of benefits of team working and no evidence of individual performance impact & targets.	Displayed at least two answers expressing benefits of team working and offered example of personal contribution to targets	Detailed at least four benefits of team working and personal examples of contribution to business targets.
CS8 PS2 RS2	Quality environment; including product sampling, specification food safety compliance and traceability procedures in the meat supply chain		
	Fail	Pass	Pass with excellence
	Displayed weak understanding of the quality environment and no recall of food safety compliance and traceability in the meat supply chain	Provided at least two quality environment answers covering sampling and food safety compliance and traceability procedures	Evidence of clear understanding providing at least four quality environment answers covering sampling and food safety compliance and traceability procedures.
CS9 CS10 RS1	Workforce development; sharing knowledge and experience to colleagues Communicate effectively with customers, suppliers and colleagues		
	Fail	Pass	Pass with excellence
	Weak understanding of personal development coupled with limited recall of advantages of knowledge sharing and effective communication.	Correctly provided at least two benefits of CPD and importance of sharing knowledge with colleagues. Provided at least 2 examples of effective business communication.	Supplied at least four examples of benefits of CPD and sharing knowledge with colleagues. Provided at least four examples of effectively communicating with business suppliers/colleagues
BH2	Learn, solve problems & acquire new skills that will be applied in the working environment		
	Fail	Pass	Pass with excellence

	Unable to recall a problem solving occasion or correct example when new skills were applied at work.	Supplied a correct answer to solving a problem and where new skills were applied in work.	Provided at least two correct examples to each of solving problems and new skills acquisition of new skills in work.
BH3	Punctual, reliable, diligent and respectful towards customers and colleagues		
	Fail	Pass	Pass with excellence
	Limited recall and evidence to show understanding on personal attributes and attitudes that are important at work.	Provided at least two correct reasons why personal attributes and /or attitudes are important at work.	Provided at least four correct reasons why personal attributes and attitudes are important at work.
BH4 PS4 BH5	Attention to detail, efficiencies and understanding how these support the profitability of the business Vision and ethos of the business, fostering positive relationships with customers and colleagues		
	Fail	Pass	Pass with excellence
BH4 & PS4	Incorrect recall of performance indicators within a butchery business.	Correctly provided at least two different key performance indicators that support profitability.	Able to recall at least four correct and different key performance indicators that support profitability.
	Fail	Pass	Pass with excellence
BH5	Weak understanding and recall to key relationships that meat business must maintain for success.	Correctly provided at least two important relationships that meat businesses must maintain for success.	Provided at least four correct key important relationships that meat businesses must maintain for success.

RS5	Understand the counter sales environment, including cash admin, retail display, stock replenishment systems & on-line services		
	Fail	Pass	Pass with excellence
	Weak understanding of the counter sales environment, unable to recall basic admin retail, and stock functions and systems in the retail area.	Clear understanding of the counter sales environment accurately recalling at least three cash, admin, display, stock functions and/or systems from the retail business area.	Demonstrated a thorough understanding for the counter sales environment providing at least five correct answers on cash, admin, display, stock control and / or systems from the retail business area.

Specimen assessments

Sample Multiple Choice Test questions:

Q. Which component of a beef carcass is most likely to affect saleable yield? (A8)

Answers

- a. Blood
- b. Hide
- c. Fat
- d. Gristle

Q. Why should chicken never be washed under a tap?

Answers

- a. It makes it too cold
- b. It makes it too warm
- c. It can spread bacteria
- d. It can stain the sink

Sample Practical Skills questions:

Q1 Why is PPE so important?

Q1 Answer: To ensure safety at all times and minimise risk of injury.

Q2 What corrective actions would you take if PPE was not available for an activity that could be dangerous?

Q2 Answer: Notify the line manager and do not carry out the activity.

Q3 What are the two key areas to consider when you are assessing a carcass?

Q3 Answer: Conformation and fat coverage.

Example Vocational Competence Discussion questions / scenarios

Sample questions

Q. Why and when do you need to wear Personal Protective Equipment (PPE)?

Q. What health and safety checks would you consider before using any machinery in the workplace?

Q. What would you do if there was not enough stock to make up customer orders for the day?

Sample Scenarios

Q. You are the only person available to take in a large delivery of the shop's requirement of primal cuts for the weekend, explain to me what is the procedure for doing this? What checks need to be carried out?

Q. A customer explains that they are having 6 friends over to dinner and notices that you have beef brisket on offer. The customer hasn't tried this before. What advice would you give for weight and cooking methods/times?

Q. You have been left with the task of closing down the counters at the end of trading day, how would you go about this and what important procedures must you follow?

Additional information and guidance

Additional information relating to the EPA and the Butcher apprenticeship can be found in the following documents:

- Butcher End Point Assessment Plan ST0078/AP06, available from https://www.instituteforapprenticeships.org/media/3866/st0078_butcher_l2_ap.pdf
- Butcher Apprenticeship Standard ST0078, available from <https://www.instituteforapprenticeships.org/apprenticeship-standards/butcher-v1-1>
- Butcher Apprenticeship Standard – Employer and Training Provider Guide to End Point Assessment, available from epa@fdq.org.uk

FDQ has produced a number of guidance documents and specimen assessments to support apprentices, training providers and employers. Please contact epa@fdq.org.uk for further details.

Record of revisions to this document

Version	Description of change	Date
3.0	Fitness for Purpose section added	31/10/2023

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