

**EPA Flexibilities from April 2022**

Standard ID	Standard level	Standard title	2021 flexibility (Y/N)	The current flexibility which will end on 31st March 2022	2022 flexibility (Y/N)	New flexibility end date	The continued flexibility	Face-to-face assessments required
ST0005	2	Adult Care Worker	Y	The EQA provider for this standard has agreed the following temporary flexibilities for this standard until further notice and has informed the relevant end-point assessment organisations Flexibilities agreed to accept suitable evidence of achievement offered as a 'proxy' for certification or achievement The gathering of witness testimonies has been suspended during the Covid pandemic	N			N
ST0146	4	Assessor/Coach	N		N			Y
ST0310	4	Associate Project Manager	Y	It has been agreed due to Covid-19, that the panel can be hosted by the independent end-point assessment only. However, every effort should be made to ensure a sector expert is a part of the panel. If the decision is to have only the independent end-point assessment then this needs to be authorised by the employer.	N			N
ST0070	3	Business Administrator	Y	Due to Covid-19, it has been agreed that all methods of assessment can be delivered remotely. All adaptations need to be approved by the standards EQA provider and meet the Covid-19 guidance.	N			N
ST0683	4	Buying and Merchandising Assisstant	N		N			N
ST0227	3	Chef de parte	Y	The practical observation may be replaced by evidence from Training Provider, assessed through a Q&A with an external assessor. In addition the Culinary Challenge may be replaced by evidence from apprentice, training provider, witness statement and Q&A.  The current discretion continues. The use of a witness testimony covering an observation was felt to be efficient, keeping the burden on the employers manageable. Allowing the external assessor to undertake the question-and-answer session will ensure independence and verify and check the apprentice's coverage of the KSBs.  The competency framework document will support the evidence gathered and will be signed off by the employer, moving away from the time-bound evidence which cannot be achieved due to COVID-19 restrictions in the industry.	Y	30/06/2022	The practical observation may be replaced by evidence from Training Provider, assessed through a Q&A with an external assessor. In addition the Culinary Challenge may be replaced by evidence from apprentice, training provider, witness statement and Q&A.  The current discretion continues. The use of a witness testimony covering an observation was felt to be efficient, keeping the burden on the employers manageable. Allowing the external assessor to undertake the question-and-answer session will ensure independence and verify and check the apprentice's coverage of the KSBs.  The competency framework document will support the evidence gathered and will be signed off by the employer, moving away from the time-bound evidence which cannot be achieved due to COVID-19 restrictions in the industry.	Y
ST0809	5	Coaching Professional	N		N			Y
ST0228	2	Commis Chef	Y	The practical observation may be replaced by evidence from Training Provider, assessed through a Q&A with an external assessor. In addition the Culinary Challenge may be replaced by evidence from apprentice, training provider, witness statement and Q&A.  The current discretion continues. The use of a witness testimony covering an observation was felt to be efficient, keeping the burden on the employers manageable. Allowing the external assessor to undertake the question-and-answer session will ensure independence and verify and check the apprentice's coverage of the KSBs.  The competency framework document will support the evidence gathered and will be signed off by the employer, moving away from the time-bound evidence which cannot be achieved due to COVID-19 restrictions in the industry	Y	30/06/2022	The practical observation may be replaced by evidence from Training Provider, assessed through a Q&A with an external assessor. In addition the Culinary Challenge may be replaced by evidence from apprentice, training provider, witness statement and Q&A.  The current discretion continues. The use of a witness testimony covering an observation was felt to be efficient, keeping the burden on the employers manageable. Allowing the external assessor to undertake the question-and-answer session will ensure independence and verify and check the apprentice's coverage of the KSBs.  The competency framework document will support the evidence gathered and will be signed off by the employer, moving away from the time-bound evidence which cannot be achieved due to COVID-19 restrictions in the industry	Y
ST0478	2	Community Activator Coach	Y	The delivery element of the Practical Coaching Observation is to be replaced with a witness testimony and the Q&A session is extended to allow for validation of the evidence presented.  The planning session will take place remotely, as per the assessment plan.	Y	30/06/2022	The delivery element of the Practical Coaching Observation is to be replaced with a witness testimony and the Q&A session is extended to allow for validation of the evidence presented.  The planning session will take place remotely, as per the assessment plan.	Y

ST0093	3	Community Sport and Health Officer	Y	The EQA provider for this standard has agreed the following temporary flexibilities for this standard until further notice and has informed the relevant end-point assessment organisations. The case study exam may be delivered online via computer, with online invigilation of every exam in real time with a ratio of one-to-one. Each session will be audio-visual recorded.	N			Y
ST0072	2	Customer Service Practitioner	Y	The following Covid-19 temporary discretion will be switched off on 30 June 2022. The observation may be replaced with witness testimony from someone familiar with the apprentice's work. The apprentice would then be assessed through Q&A with an external assessor.	Y	30/06/2022	The following Covid-19 temporary discretion will be switched off on 30 June 2022. The observation may be replaced with witness testimony from someone familiar with the apprentice's work. The apprentice would then be assessed through Q&A with an external assessor.	Y
ST0071	3	Customer Service Specialist	Y	The following Covid-19 temporary discretion will be switched off on 30 June 2022. The observation may be replaced with witness testimony from someone familiar with the apprentice's work. The apprentice would then be assessed through Q&A with an external assessor.	Y	30/06/2022	The following Covid-19 temporary discretion will be switched off on 30 June 2022. The observation may be replaced with witness testimony from someone familiar with the apprentice's work. The apprentice would then be assessed through Q&A with an external assessor.	Y
ST0752	3	Drinks Dispense Technician	N		N			Y
ST0135	3	Early Years Educator	N		N			N
ST0888	2	Early Years Practitioner	N		N			N
ST0103	2	Express Delivery Operative	Y	The EQA provider for this standard has agreed the following temporary flexibilities for this standard until further notice and has informed the relevant end-point assessment organisations. It has been agreed that all methods of assessment can be delivered remotely. All adaptations need to be approved by the standards EQAP and meet the Institute Covid-19 guidance.	N			Y
ST0215	5	Healthcare Assistant Practitioner	Y	The observation assessment may be replaced with a reflective statement written by the apprentice and validated by an expert witness. This will be followed by a question and answer session of up to 30 minutes with an independent assessor. <b>See Healthcare tab for more detail</b>	Y	30/06/2022	The observation assessment may be replaced with a reflective statement written by the apprentice and validated by an expert witness. This will be followed by a question and answer session of up to 30 minutes with an independent assessor. <b>See Healthcare tab for more detail</b>	Y
ST0216	2	Healthcare Support Worker	Y	The observation assessment may be replaced with a reflective statement written by the apprentice and validated by an expert witness. This will be followed by a question and answer session of up to 30 minutes with an independent assessor. <b>See Healthcare tab for more detail</b>	Y	30/06/2022	The observation assessment may be replaced with a reflective statement written by the apprentice and validated by an expert witness. This will be followed by a question and answer session of up to 30 minutes with an independent assessor. <b>See Healthcare tab for more detail</b>	Y
ST0229	4	Hospitality manager	Y	The EQA provider for this standard has agreed the following temporary flexibilities for this standard until further notice and has informed the relevant end-point assessment organisations. All assessment methods can be delivered remotely with appropriate security measures implemented to ensure validity.	N			N
ST0230	3	Hospitality Supervisor	Y	The practical observation may be replaced by evidence from Training Provider, assessed through a Q&A with an external assessor.  The current discretion continues. The use of a witness testimony covering an observation was felt to be efficient, keeping the burden on the employers manageable. Allowing the external assessor to undertake the question-and-answer session will ensure independence and verify and check the apprentice's coverage of the KSBs.  The competency framework document will support the evidence gathered and will be signed off by the employer, moving away from the time-bound evidence which cannot be achieved due to COVID-19 restrictions in the industry	Y	30/06/2022	The practical observation may be replaced by evidence from Training Provider, assessed through a Q&A with an external assessor.  The current discretion continues. The use of a witness testimony covering an observation was felt to be efficient, keeping the burden on the employers manageable. Allowing the external assessor to undertake the question-and-answer session will ensure independence and verify and check the apprentice's coverage of the KSBs.  The competency framework document will support the evidence gathered and will be signed off by the employer, moving away from the time-bound evidence which cannot be achieved due to COVID-19 restrictions in the industry	Y

ST0233	2	Hospitality Team Member	Y	<p>The practical observation may be replaced by evidence from Training Provider, assessed through a Q&amp;A with an external assessor.</p> <p>The current discretion continues. The use of a witness testimony covering an observation was felt to be efficient, keeping the burden on the employers manageable. Allowing the external assessor to undertake the question-and-answer session will ensure independence and verify and check the apprentice's coverage of the KSBs.</p> <p>The competency framework document will support the evidence gathered and will be signed off by the employer, moving away from the time-bound evidence which cannot be achieved due to COVID-19 restrictions in the industry</p>	Y	30/06/2022	<p>The practical observation may be replaced by evidence from Training Provider, assessed through a Q&amp;A with an external assessor.</p> <p>The current discretion continues. The use of a witness testimony covering an observation was felt to be efficient, keeping the burden on the employers manageable. Allowing the external assessor to undertake the question-and-answer session will ensure independence and verify and check the apprentice's coverage of the KSBs.</p> <p>The competency framework document will support the evidence gathered and will be signed off by the employer, moving away from the time-bound evidence which cannot be achieved due to COVID-19 restrictions in the industry</p>	Y
ST0235	2	Housing and Property Management Assistant	Y	<p>A temporary dispensation has been applied to the assessment plan version ST0235 for this apprenticeship. The dispensation will last from 01 January 2022 to 31 December 2022 but may be withdrawn if the assessment plan is revised sooner or the dispensation is no longer necessary.</p> <p>End-point assessment organisations (EPAOs) delivering EPAs for the apprenticeship will implement the dispensation supported and monitored by the relevant EQA provider.</p> <p>The key changes are: For all Assessment Methods: the Independent End-point Assessor solely assesses and grades the apprentice post Gateway. The employer and training provider are not part of, and do not contribute to, assessing or grading any part of the end-point assessments.</p>	Y	31/12/2022	<p>A temporary dispensation has been applied to the assessment plan version ST0235 for this apprenticeship. The dispensation will last from 01 January 2022 to 31 December 2022 but may be withdrawn if the assessment plan is revised sooner or the dispensation is no longer necessary.</p> <p>End-point assessment organisations (EPAOs) delivering EPAs for the apprenticeship will implement the dispensation supported and monitored by the relevant EQA provider.</p> <p>The key changes are: For all Assessment Methods: the Independent End-point Assessor solely assesses and grades the apprentice post Gateway. The employer and training provider are not part of, and do not contribute to, assessing or grading any part of the end-point assessments.</p>	N
ST0234	3	Housing and Property Management	Y	<p>A temporary dispensation has been applied to the assessment plan version ST0234 for this apprenticeship. The dispensation will last from 01 January 2022 to 31 December 2022 but may be withdrawn if the assessment plan is revised sooner or the dispensation is no longer necessary.</p> <p>End-point assessment organisations (EPAOs) delivering EPAs for the apprenticeship will implement the dispensation supported and monitored by the relevant EQA provider.</p> <p>The key changes are: For all Assessment Methods: the Independent End-point Assessor solely assesses and grades the apprentice post Gateway. The employer and training provider are not part of, and do not contribute to, assessing or grading any part of the end-point assessments.</p>	Y	31/12/2022	<p>A temporary dispensation has been applied to the assessment plan version ST0234 for this apprenticeship. The dispensation will last from 01 January 2022 to 31 December 2022 but may be withdrawn if the assessment plan is revised sooner or the dispensation is no longer necessary.</p> <p>End-point assessment organisations (EPAOs) delivering EPAs for the apprenticeship will implement the dispensation supported and monitored by the relevant EQA provider.</p> <p>The key changes are: For all Assessment Methods: the Independent End-point Assessor solely assesses and grades the apprentice post Gateway. The employer and training provider are not part of, and do not contribute to, assessing or grading any part of the end-point assessments.</p>	N
ST0006	3	Lead Adult Care Worker	Y	<p>The EQA provider for this standard has agreed the following temporary flexibilities for this standard until further notice and has informed the relevant end-point assessment organisations.</p> <p>Flexibilities agreed to accept suitable evidence of achievement offered as a 'proxy' for certification or achievement</p>	N			N
ST0007	4	Lead Practitioner in Adult Care	N		N			Y
ST0008	5	Leader in Adult Care	N		N			Y
ST0563	5	Learning & Development Consultant/Business Partner	Y	<p>The following Covid-19 temporary discretion will be switched off on 30th June 2022.</p> <p>The work-based project in Learning and Development standards are pre EPA and can be now used as part of the EPA assessment.</p>	Y	30/06/2022	<p>The following Covid-19 temporary discretion will be switched off on 30th June 2022.</p> <p>The work-based project in Learning and Development standards are pre EPA and can be now used as part of the EPA assessment.</p>	N
ST0562	3	Learning and Development Practitioner	Y	<p>The following Covid-19 temporary discretion will be switched off on 30th June 2022.</p> <p>On programme project can replace or supplement a post Gateway project where this has not been able to be completed. Where there is no recording or the recording has not been possible this can be replaced by a witness testimony from an appropriate member of staff from the employer.</p>	Y	30/06/2022	<p>The following Covid-19 temporary discretion will be switched off on 30th June 2022.</p> <p>On programme project can replace or supplement a post Gateway project where this has not been able to be completed. Where there is no recording or the recording has not been possible this can be replaced by a witness testimony from an appropriate member of staff from the employer.</p>	N

ST0148	3	Learning Mentor	Y	The following Covid-19 temporary discretion will be switched off on 30th June 2022. The learning mentor observation followed by questions and answers will be adapted for apprentices undertaking this apprenticeship standard within an NHS-based setting to support those where observations within the medical setting are not permitted. The discretion will include: -Learning mentor observations conducted by the Clinical Education Team -Witness testimony from apprentice's line manager -Question and answer session conducted by Independent EPA Assessor	Y	30/06/2022	The following Covid-19 temporary discretion will be switched off on 30th June 2022. The learning mentor observation followed by questions and answers will be adapted for apprentices undertaking this apprenticeship standard within an NHS-based setting to support those where observations within the medical setting are not permitted. The discretion will include: -Learning mentor observations conducted by the Clinical Education Team -Witness testimony from apprentice's line manager -Question and answer session conducted by Independent EPA Assessor	Y
ST0301	3	Leisure Duty Manager	Y	The EQA provider for this standard has agreed the following temporary flexibilities for this standard until further notice and has informed the relevant end-point assessment organisations. All assessment methods can be delivered remotely with appropriate security measures implemented to ensure validity	N			N
ST0390	2	Leisure Team Member	N		N			Y
ST0385	5	Operations/Department Manager	Y	It has been agreed due to Covid-19, that the panel can be hosted by the independent end-point assessment only. However, every effort should be made to ensure a sector expert is a part of the panel. If the decision is to have only the independent end-point assessment then this needs to be authorised by the employer.	N			N
ST0338	2	Passenger Transport Driver	Y	The observation can be replaced with a 30 min competency-based discussion underpinned by a witness testimony.	Y	30/06/2022	The observation can be replaced with a 30 min competency-based discussion underpinned by a witness testimony.	Y
ST0337	4	Passenger Transport Operations Manager	N		N			N
ST0302	3	Personal Trainer	N		N			Y
ST0526	4	Policy Officer	Y	The following Covid-19 temporary discretion will end on 31 March 2022. Following this date apprentices will be assessed against the requirements set out in the end point assessment plan.  To help providers reduce the impact of COVID-19 on their policy officer apprenticeship provision, alternative arrangements are being put in place for the portfolio of evidence element of the EPA gateway.  The evidence of a minimum of 4 workplace observations to be included in the portfolio may be waived as long as a record of at least one observation is provided covering at least two learning areas. The portfolio as a whole must cover all 8 learning areas. All learning areas must be covered within the professional discussion. The requirement to submit the portfolio at least 2 months ahead of the EPA may be waived and a shorter time agreed with the end-point assessment organisation.  We expect all elements of the EPA to go ahead as normal, virtually if necessary.	N			N
ST0589	2	Production Chef	Y	The practical observation may be replaced by evidence from Training Provider, assessed through a Q&A with an external assessor.  The current discretion continues. The use of a witness testimony covering an observation was felt to be efficient, keeping the burden on the employers manageable. Allowing the external assessor to undertake the question-and-answer session will ensure independence and verify and check the apprentice's coverage of the KSBS.  The competency framework document will support the evidence gathered and will be signed off by the employer, moving away from the time-bound evidence which cannot be achieved due to COVID-19 restrictions in the industry	Y	30/06/2022	The practical observation may be replaced by evidence from Training Provider, assessed through a Q&A with an external assessor.  The current discretion continues. The use of a witness testimony covering an observation was felt to be efficient, keeping the burden on the employers manageable. Allowing the external assessor to undertake the question-and-answer session will ensure independence and verify and check the apprentice's coverage of the KSBS.  The competency framework document will support the evidence gathered and will be signed off by the employer, moving away from the time-bound evidence which cannot be achieved due to COVID-19 restrictions in the industry	Y
ST0314	3	Public Service Operational Delivery Officer	N		N			N

ST0419	2	Rail Infrastructure Operator	Y	<p>The following Covid-19 temporary discretion will end on 31 March 2022. Following this date apprentices will be assessed against the requirements set out in the end point assessment plan.</p> <p>The observation of planned activity may be replaced by observation and questioning lasting 40 minutes conducted by a suitably qualified person from the employer, such as the Local Operating Manager (LOM), and recorded. The external assessor will review the evidence and the recording, conducting a question and answer session with the apprentice in order to authenticate the evidence and ensure coverage of relevant KSBs.</p> <p>The unplanned and emergency scenarios can be delivered remotely by the assessor.</p>	N			Y
ST0325	4	Retail Manager	Y	<p>The EQA provider for this standard has agreed the following temporary flexibilities for this standard until further notice and has informed the relevant end-point assessment organisations.</p> <p>All assessment methods can be delivered remotely with appropriate security measures implemented to ensure validity.</p>	N			N
ST0356	3	Retail Team Leader	Y	<p>The EQA provider for this standard has agreed the following temporary flexibilities for this standard until further notice and has informed the relevant end-point assessment organisations.</p> <p>All assessment methods can be delivered remotely with appropriate security measures implemented to ensure validity.</p>	N			N
ST0327	2	Retailer	Y	<p>The following Covid-19 temporary discretion will be switched off on 31 March 2022.</p> <p>The Observation may be replaced by evidence of practice, validated by an expert witness statement and assessed through a Q&amp;A session with the external assessor of up to 30 minutes.</p>	N			Y
ST0864	4	Senior Culinary Chef	N		N			Y
ST0236	4	Senior Housing and Property Management	Y	<p>A temporary dispensation has been applied to the assessment plan version ST0236 for this apprenticeship. The dispensation will last from 01 January 2022 to 31 December 2022 but may be withdrawn if the assessment plan is revised sooner or the dispensation is no longer necessary.</p> <p>End-point assessment organisations (EPAOs) delivering EPAs for the apprenticeship will implement the dispensation supported and monitored by the relevant EQA provider.</p> <p>The key changes are:</p> <p>For all Assessment Methods:</p> <p>the Independent End-point Assessor solely assesses and grades the apprentice post Gateway. The employer and training provider are not part of, and do not contribute to, assessing or grading any part of the end-point assessments.</p>	Y	31/12/2022	<p>A temporary dispensation has been applied to the assessment plan version ST0236 for this apprenticeship. The dispensation will last from 01 January 2022 to 31 December 2022 but may be withdrawn if the assessment plan is revised sooner or the dispensation is no longer necessary.</p> <p>End-point assessment organisations (EPAOs) delivering EPAs for the apprenticeship will implement the dispensation supported and monitored by the relevant EQA provider.</p> <p>The key changes are:</p> <p>For all Assessment Methods:</p> <p>the Independent End-point Assessor solely assesses and grades the apprentice post Gateway. The employer and training provider are not part of, and do not contribute to, assessing or grading any part of the end-point assessments.</p>	N
ST0232	3	Senior production chef	Y	<p>The practical observation may be replaced by evidence from Training Provider, assessed through a Q&amp;A with an external assessor.</p> <p>The current discretion continues. The use of a witness testimony covering an observation was felt to be efficient, keeping the burden on the employers manageable. Allowing the external assessor to undertake the question-and-answer session will ensure independence and verify and check the apprentice's coverage of the KSBs.</p> <p>The competency framework document will support the evidence gathered and will be signed off by the employer, moving away from the time-bound evidence which cannot be achieved due to COVID-19 restrictions in the industry</p>	Y	30/06/2022	<p>The practical observation may be replaced by evidence from Training Provider, assessed through a Q&amp;A with an external assessor.</p> <p>The current discretion continues. The use of a witness testimony covering an observation was felt to be efficient, keeping the burden on the employers manageable. Allowing the external assessor to undertake the question-and-answer session will ensure independence and verify and check the apprentice's coverage of the KSBs.</p> <p>The competency framework document will support the evidence gathered and will be signed off by the employer, moving away from the time-bound evidence which cannot be achieved due to COVID-19 restrictions in the industry</p>	Y

