

Butcher

Apprenticeship Standard Specification ST0078/AP03

1.1 Occupational profile

Butchery is one of the oldest crafts in the world, and is often where innovation meets tradition to create an industry full of character and camaraderie that plays a critical role in our social and economic future. A successful butcher must demonstrate dexterous knife skills together with craft to be able to produce the most cuts to make every carcass profitable.

Butchers work in the meat and poultry industry, which is worth several billion pounds in the UK and employs thousands of workers in the farm to fork supply chain. Qualified butchers can look forward to rewarding careers in a range of environments with different types of employers. Employers include both processors and retailers. Processors range from multi-national processing businesses supplying meat or meat products to, for example: large food outlets, supermarkets and hotel chains; to smaller processors supplying for example, independent/local food businesses. Retailers could include supermarkets, independent retailers and farm shops. Those with an entrepreneurial spirit may be particularly attracted to butchery as the sector relies on a high proportion of small businesses, offering the potential for experienced butchers to set up on their own.

Butchery is a highly skilled profession steeped in tradition and butchers will display understanding about a range of meat species and the various techniques needed to process and/or produce products. In addition, butchers 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. Butchers will have a range of skills, knowledge and behaviours that can lead to rewarding careers in the butchery industry, not only in the UK but across the world.

1.2 Purpose

This apprenticeship has been designed by butchery employers to ensure that both new entrants and those interested in progressing a career in the sector have an opportunity to develop the right skills, knowledge and behaviours. This apprenticeship is a fantastic way of developing these skills whilst learning and gaining experience at work.

At the end of the programme apprentices will be able to:

- maintain compliance and organisational standards in butchery operations
- carry out primary butchery operations
- carry out secondary butchery operations
- produce meat products.

1.3 Entry requirements

There are no formal entry requirements for apprentices selecting this apprenticeship standard. Employers and training providers must ensure that learners have the potential and opportunity to achieve the apprenticeship standard successfully. It is an advantage if apprentices have already achieved an Entry Level 3 English and mathematics qualification.

1.4 Gateway requirements

Gateway requirements are stipulated by the apprenticeship standard's assessment plan and End-point Assessment Organisation's must ensure that all apprentices have completed and achieved the requirements.

Butcher apprentices must have exceeded the 12 month Government minimum duration and completed a programme of learning as set by their employer, supported by the appointed training provider. The programme will develop the skills, knowledge and behaviours detailed in the standard.

Apprentices are required to submit a completed Apprentice Logbook during gateway. The logbook must detail how the apprentice has met the core knowledge, skills and behaviour requirements of the standard including the knowledge, skills and behaviours in either the retail or the processing specialist pathways. The logbook should also document the 20% off-the-job training. A copy of the OAL logbook is available on the centre portal.

In addition apprentices are required to achieve the following mandated qualifications for this standard:

- Level 1 English
- Level 1 mathematics
- Results from the Level 2 English test
- Results from the Level 2 mathematics test
- Level 2 Food Safety Award
- Level 2 Health & Safety in the Food Supply Chain Award
- Level 2 Knife Skills Award.

Evidence of these qualifications must be submitted to OAL along with a declaration that the apprentice has met the gateway requirements. Qualification certificates can be submitted at any point once the apprentice has been registered on our Portal. OAL will accept qualification certificates from any awarding organisation.

Apprentices, who have previously achieved their English and/or mathematics as specified above, must submit their qualification certificates to Occupational Awards Limited as evidence of achievement and exemption.

In the main OAL expects evidence to be in the form of the qualification certificate. Where the certificate is not available then a formal transcript or notification of results. Where either a certificate or formal notification of results is not available, but the apprentice has other evidence that may be acceptable, you should contact us directly so we can offer advice on the verification of the evidence.

Apprentices and their employer/training provider should refer to the OAL English and Mathematics Policy for end-point assessment gateway evidence available at <https://www.oawards.co.uk/about-us/> for evidence requirements of English and mathematics achievement.

1.5 End-point Assessment (EPA)

End-point assessment for this standard includes a:

- **Knowledge test**

The test will be 90 minutes under controlled examination conditions and invigilated by the end-point assessment organisation. It can take place in the workplace or at an assessment centre. The test will comprise of 60 multiple-choice questions. The test is available online or paper-based.

- **Practical skills assessment**

The practical skills assessment takes place over a 75 minute period. It can be carried out in the workplace or in a simulated butchery environment. The employer premises will need to be recognised by OAL as a recognised EPA site. This process is simple and typically involves a 60-minute assessment by OAL or the training provider on our behalf.

Apprentices will be observed carrying out a range of butchery tasks. The independent assessor will ask set questions during the assessment to clarify knowledge and the understanding being applied. The assessment will take place in the workplace or simulated butchery environment and will be carried out over a 75-minute period.

- [Vocational competence discussion](#)

The vocational competence discussion is a structured discussion between the apprentice and their independent assessor. The independent assessor will ask eight questions relating to the apprentice logbook and the specialist option retail or processing. It will be no longer than 30 minutes.

End-point assessment will take place at the end of the programme and is designed to test apprentices' skills, knowledge and behaviours independently of learning and qualifications. The apprentice will not be allowed to take the end-point assessment without evidencing completion of these.

It is important to note that the mandated qualifications are important as they demonstrate that apprentices have developed the skills, knowledge and behaviours according to the standard requirements. However they do not count towards the end-point assessment.

Apprentices will be given access to the OAL Apprentice End-point Assessment Handbook once they have been enrolled onto the standard. The EPA Handbook sets out the assessment requirements of EPA and the criteria on which the apprentice will be graded.

1.6 Order of end-point assessment

The end-point assessments can be taken in any order, but should be taken on the same day.

1.7 Assessment personnel

An Independent Assessor appointed by OAL must invigilate and assess all components of the end-point assessment.

1.8 Apprenticeship grading

The apprenticeship is graded: Fail, Pass or Pass with Excellence. Apprentices must achieve a minimum of a pass in each of the 3 components to gain an overall pass.

Results are subject to moderation and will be issued every 10 working days to the named training provider. OAL will send results to the Education and Skills Funding Agency in line with guidelines for certification.

An apprentice can retake a component of their EPA if they fail. It is expected that a period of further learning will need to be undertaken if the apprentice has to re-take any part of the end-point assessment. OAL can make exemptions to this ruling should reasons for the fail are deemed to be outside the control of the apprentice.

1.9 EPA fees

The Butcher apprenticeship standard attracts a total funding of £9,000. 20% of the total apprenticeship funding is withheld until the EPA has been concluded, this is to encourage completion of the apprenticeship training and mandated qualifications. In respect of this standard this represents the maximum cost of an EPA.

OAL typically charges 15% of the total funding for this standard. However fees are worked out on an individual basis to ensure that employers and apprentices get the best value for money. For approved centres our fees can be found in the online Portal. Non-approved centres should contact us directly for a bespoke quote.

At OAL there are no hidden fees. Our fees are inclusive of all support, documentation and materials. This includes access to our team of experts to support the induction of apprentices, preparation for EPA, handbooks and assessment specifications and materials.

Key to table in 1.10

- MCQ Multiple-choice Questions
- PSA Practical skills assessment
- VCD Vocational competence discussion

1.10 Standard KSB criteria

Butcher Apprenticeship Standard	
Knowledge statements	Assessed
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	MCQ
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	MCQ
The principles of waste minimisation, saleable yield and predictive costing methods	MCQ
The meat and poultry marketplace including the supply chain/traceability functions and key legislative and enforcement agencies that regulate the retail and/or process environments	MCQ
The principles of meat and poultry species including knowledge associated with carcass by-products, primal, joints and muscles	MCQ
The various craft and knife skills used for cutting, boning, trimming and mincing of meat including the use of relevant mechanical equipment as required	MCQ/PSA
Cold storage, stock control and safe movement of meat and/or poultry in the butchery environment	MCQ
Stock control, product pricing, quality assurance and meeting the expectations of customers and/or contractors	MCQ
Health and food safety including hygiene both in personal terms and as part of the wider food sales/production environment	MCQ/PSA
Methods for weighing products, controlling temperature, wrapping, sealing, packing, labelling and stock control of meat and poultry products for wholesale or retail sale	MCQ
Employment, rights and responsibilities, including equality, team working practices and the importance of continuous personal development	MCQ

Skills statements	Assessed by
Prove full awareness and adherence to health and safety regulations and/or additional requirements that may apply to their employer's food business	PSA/VCD
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	PSA
Produce meat and/or poultry products (as required) such as sausages/pies made to the specifications of customers or for sale to the public	PSA
Uses machinery (as permitted) and other relevant cutting equipment including the ability to sharpen knives	PSA
Apply hand/eye co-ordination along with physical agility and manual handling of carcasses through the manufacturing/butchery process	PSA
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	VCD
Display the ability to work in a team and individually as required in a busy environment with pre-determined deadlines and productivity targets	PSA/VCD
Maintain the quality environment including product sampling specification (including customer requirements), food safety compliance and traceability procedures in the meat supply chain	PSA/VCD
Support workforce development; sharing own knowledge and experience in order to assist new recruits and/or inexperienced colleagues	VCD
Communicate effectively with customers, suppliers and colleagues displaying the excellent interpersonal skills required to perform the role to the required standard	VCD

Behaviour statements	Assessed by
Take appropriate personal operational responsibility for both health and food safety, apply safe working practices when using knives, hazardous tools and/or related equipment	PSA/VCD
Display a willingness to learn, solve problems and acquire new skills that will be applied in the working environment	VCD
Be punctual, reliable, diligent and respectful towards customers, peers and colleagues at all times	VCD
Show attention to detail, carrying out duties in a diligent way and taking account of efficiencies and understanding how these support the profitability of the business	VCD
Maintain the vision and ethos of the business, including performance levels whilst taking pride in work and fostering positive relationships with customers and colleagues	VCD
Specialist retail knowledge, skills and behaviour statements	Assessed by
Communicate enthusiastically and with personality to customers offering excellent service	VCD
Advise domestic and commercial customers on the preparation and cooking of red and white meat products	MCG/VCD
Produce a minimum of three meat and poultry products from the following range including; joints, portions, cooked and hot products, sausages, burgers, pastries, curing, smoking, air drying and value added products	PSA
Plan and prepare for seasonal supply and demand of meat products ensuring best practice in the merchandising and promotion of seasonal foods	MCQ
Understand the counter sales environment, including case admin, retail display, stock replenishment systems and on-line services	MCQ/VCD

Specialist processing knowledge, skills and behaviour statements	Assessed by
Produce meat to the specific volume, size and weight to meet the needs of national/local consumer and customers in a timely and accurate fashion	PSA
Know and understand the need for traceability in the procurement and supply of meat	MCQ/VCD
Know and understand their role in the audit and inspection process	MCQ
Estimate saleable yield and predictive costing methods as required for customers	MCQ/VCD