

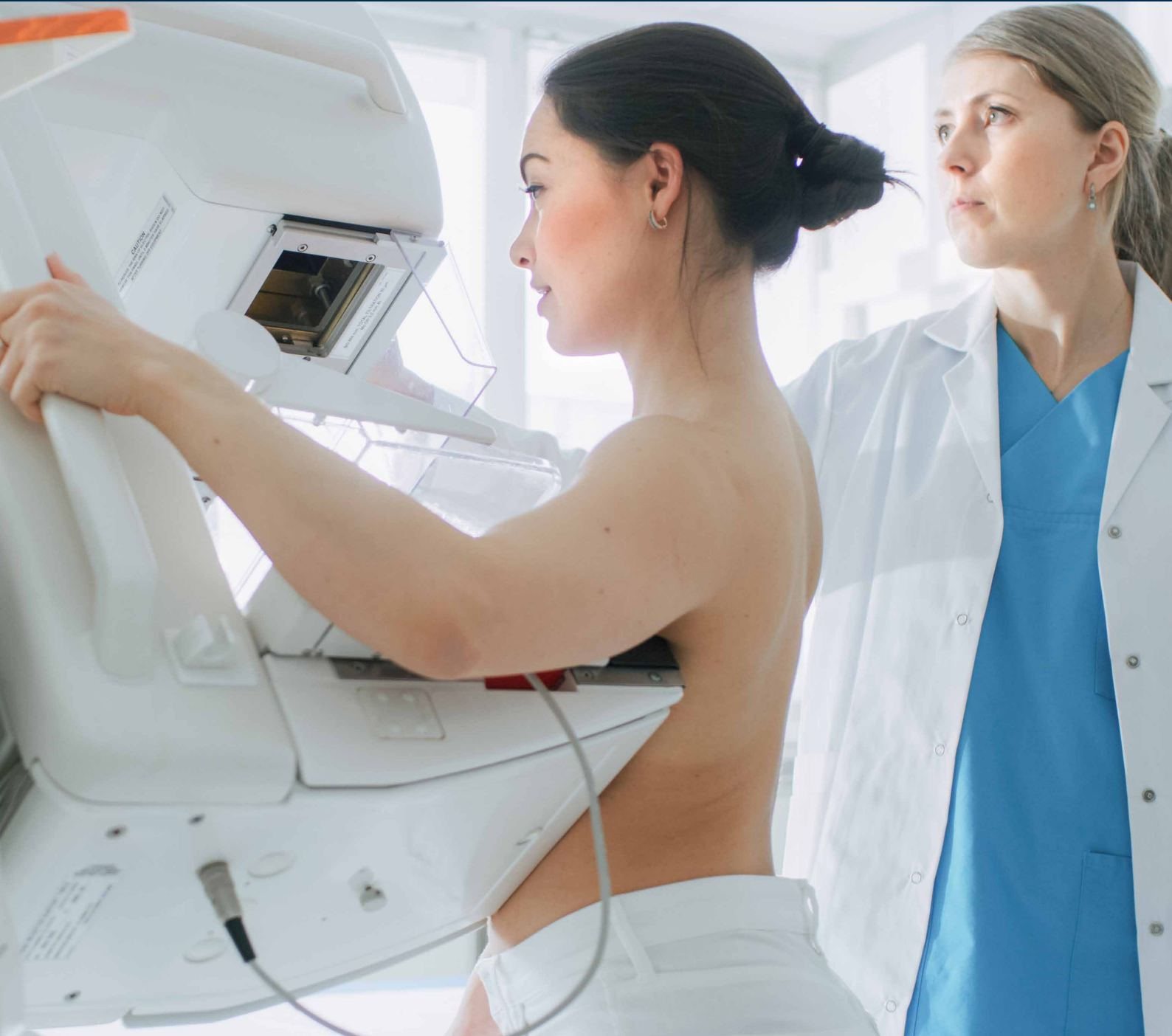


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Pearson Apprenticeship End-point Assessment for Mammography Associate Level 4

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Collaborative development

We have worked in close collaboration with employers and experts from professional bodies and training providers in developing the assessment tools for this end-point assessment. We are grateful to all who have generously shared their time and expertise to help us in the development process.

Employers, assessment organisations, professional bodies and further education providers that have worked with us include:

- Healthcare Education England
- The Jarvis Breast Centre
- Manchester University NHS Foundation Trust
- Nottingham Breast Institute
- St George's University Hospitals NHS Foundation Trust
- York Teaching Hospital NHS Foundation Trust.

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Pearson End-Point Assessments for Apprenticeship Standards

Introduction

One of the most significant changes of the apprenticeship reform in England is the introduction of an independent end-point assessment.

The end-point assessment (EPA) is a synoptic assessment of the knowledge, skills and behaviours outlined in the Apprenticeship Standard and which have been learned throughout an apprenticeship programme. The purpose of the end-point assessment is to make sure that the apprentice meets the standard set by employers and that they are fully competent in the occupation.

All apprentices must undertake the independent end-point assessment at the end of the on-programme phase of training, when their employer, and in some cases their training provider, is satisfied that they have met the 'gateway' criteria to undertake the assessment. Apprentices will not be awarded the apprenticeship certificate until they have successfully completed the end-point assessment.

The end-point assessment can be delivered only by a registered assessment organisation that is independent of the employer or any training provider involved in the delivery of the on-programme phase of the apprenticeship. All assessment decisions for the end-point assessment must be made by the independent assessment organisation.

Pearson, as a registered assessment organisation, has been working closely with occupational experts, employers and training providers in the development of end-point assessment tools to ensure that they are:

- valid and appropriate to assess occupational competence in the relevant industry and that they will deliver reliable outcomes
- fair to all apprentices and help them to make progress in their lives
- manageable for apprentices and the industry, and can be delivered effectively and efficiently.

This specification and the accompanying *Pearson Apprenticeship End-point Assessment for Mammography Associate (Level 4) – Additional Resources* document (available directly from Pearson once an EPA service agreement is in place) contains the information needed to prepare apprentices for the Mammography Associate Apprenticeship end-point assessment. It is important that both documents are read together so that apprentices and employers and/or training providers have all the relevant information they require for this end-point assessment.

1 The Mammography Associate Apprenticeship

Overview

The end-point assessment in this specification relates to the Mammography Associate Apprenticeship.

The apprenticeship is at Level 4 and is for apprentices working in the role of mammography associate.

Mammography associates work in the breast-imaging workforce, undertaking routine, two-view mammography (x-ray images of breasts). They work in a multi-disciplinary team in a hospital or community setting (for example a mobile breast screening unit, a medical centre), undertaking mammography of individuals as part of a breast-screening programme. They also undertake routine mammography on individuals with symptoms of breast disease.

The end-point assessment has two components, an examination paper and clinical practice observation and discussion.

The purpose of the end-point assessment is to confirm that the apprentice has met the required level of knowledge, skills and behavioural standards set by employers and that they are competent in their role as a mammography associate.

The typical duration for this apprenticeship is 12 months but this will depend on previous experience and the opportunities available to gain the full range of competences.

The overall apprenticeship is graded as Pass/Distinction.

To achieve the apprenticeship certificate, apprentices are required to successfully complete the:

- on-programme period of training and development, including achieving the required mathematics and English qualifications; for those with British Sign Language as their primary language, a British Sign Language qualification is an alternative to English qualifications
- end-point assessment (EPA) – *Section 3 End-point assessment components*, gives detailed information on the end-point assessment for this apprenticeship.

The certificate for the apprenticeship is awarded by the Institute for Apprenticeships, through a process administered by the Education and Skills Funding Agency (ESFA). As the end-point assessment organisation, Pearson will claim the certificate on behalf of the apprentices.

Employers and/or training providers should familiarise themselves with the requirements of the apprenticeship and clearly communicate these requirements to the apprentices.

Please note: 'individuals' refers to those requiring care and support, and may include patients, service users or clients.

To see the published Mammography Associate Standard and Assessment Plan, please go to: www.instituteforapprenticeships.org/apprenticeship-standards/

2 Mammography Associate End-point Assessment

Structure

The end-point assessment (EPA) for the Mammography Associate Apprenticeship consists of the following two assessment components:

- examination paper
- clinical practice observation and discussion.

The table below gives a summary of the structure of the end-point assessment.

End-point assessment components	Duration	Weighting %	Component grading
Examination paper	1 hour	50%	Fail/Pass/Distinction
Clinical practice observation and discussion	3 hours	50%	Fail/Pass/Distinction

The EPA will be completed in a three-month period, maximum. The three-month period begins once the apprentice passes the gateway and includes the time needed for the apprentice to prepare for, and undertake, the EPA.

The apprentice must pass the examination to progress to the next stage of the EPA, i.e. the clinical practice observation and discussion. Passing the examination will indicate that the apprentice has the necessary underpinning knowledge for clinical practice.

Detailed information on the two end-point assessment components is given in *Section 3*.

Grading

The table below shows how the grade from each end-point assessment component is combined to determine the overall end-point assessment grade.

Examination paper	Clinical practice observation and discussion	End-point assessment grade
Distinction	Distinction	Distinction
Pass	Distinction	Pass
Distinction	Pass	Pass
Pass	Pass	Pass
Distinction	Fail	Fail
Pass	Fail	Fail
Fail	Fail	Fail

Gateway requirements

Before progressing to the end-point assessment, all apprentices must be signed off by their employer, through the 'gateway'. This gateway sign off confirms that apprentices have the level of occupational knowledge, skills and behaviours required to achieve the apprenticeship and that they are therefore 'ready for end-point assessment'. Employers should recommend apprentices for end point assessment only when confident that the apprentices are ready.

The mathematics and English requirements form part of the gateway and must be achieved before apprentices attempt the end-point assessment. Apprentices without Level 2 English and mathematics will need to achieve this level before taking the end-point assessment. For those with an education, health and care plan or a legacy statement, the apprenticeship's English and mathematics minimum requirement is Entry Level 3. For those whose primary language is British Sign Language, a British Sign Language qualification is an alternative to English qualifications. Mammography associates must have completed a minimum of 500 mammograms unassisted, meeting the NHS Breast Screening Programme standards.

Employers must complete an end-point assessment Gateway Declaration Form (see *Annexe A: Gateway Declaration Form*) with the apprentice. The form and the associated gateway evidence will be transferred to Pearson before the end-point assessment takes place. The form captures the prerequisites for the end-point assessment and any other organisation-specific evidence. The assessment cannot take place unless the relevant information and evidence are available.

Evidence that the apprentice has met the gateway requirements must be provided to support the Gateway Declaration Form.

Language of assessment

All components of the end-point assessment will be conducted in English.

Apprentices may be assessed in British Sign Language where it is permitted for the purpose of reasonable adjustment.

Further information on the use of language in qualifications is available in our *Use of languages in qualifications policy* document, available on our website at: qualifications.pearson.com

Preparing apprentices for end-point assessment

To ensure that apprentices develop the knowledge, skills and behaviours that underpin occupational competence, it is recommended that they follow a structured programme of training and development. The period of training and development should be a minimum of 12 months and must include a minimum of 20 per cent off-the-job training, away from the day-to-day job.

In order to prepare apprentices effectively, employers and/or training providers should:

- have a good understanding of the Apprenticeship Standard and the structure and format of the end-point assessment, *Section 3* gives detailed information on each end-point assessment component
- plan and implement a learning and development programme based on the Apprenticeship Standard, with regular reviews of progress and readiness, to ensure that apprentices develop the required knowledge, skills and behaviours
- use formative assessments and mock assessments to help prepare apprentices for the end-point assessment.

End-point assessment planning and scheduling

Employers and/or training providers must have an agreement in place to conduct end-point assessments with Pearson. Apprentices must be registered and booked on to their end-point assessment in sufficient time to allow adequate planning and scheduling of the assessment. There will be a number of checkpoint meetings taking place with Pearson before the employer or training provider books the end-point assessment dates. Once the employer or training provider has booked dates, we will allocate an independent end-point assessor, who will arrange a further planning meeting.

The purpose of the meeting is to share information with the independent end-point assessor, in order to support the assessment process and to agree a plan for the upcoming assessment activities for the apprentices. The independent end-point assessor will agree a plan and schedule for each assessment activity, in order to ensure that all assessment components can be completed within the end-point assessment time. The end-point assessment planning meeting can be conducted remotely using appropriate technology.

Once the employer and/or training provider is satisfied that the apprentice has met the Apprenticeship Standard and are ready for end-point assessment, they will complete the end-point assessment Gateway Declaration Form and submit the apprentice's gateway evidence to Pearson. This evidence will then be verified by Pearson, before end-point assessments take place.

The end-point assessment will be conducted over a period of three months. All components of the end-point assessment must be completed within this time period and in the order specified in *Section 3*.

Reassessment

Apprentices who fail one or more assessment method will be offered the opportunity to take a resit or a retake. A resit does not require further learning, whereas a retake does.

Apprentices should have a supportive action plan to prepare for the resit or retake. The apprentice's employer will need to agree that either a resit or retake is an appropriate course of action. An apprentice who fails an assessment method, and therefore the EPA in the first instance, will be required to resit the whole EPA.

Any assessment method resit or retake must be taken during the maximum EPA period, otherwise the entire EPA must be taken again unless, in the opinion of the EPA organisation, exceptional circumstances apply outside the control of the apprentice or their employer.

Resits and retakes are not offered for apprentices who wish to move from Pass to Distinction.

Where any assessment method has to be resat or retaken, the apprentice will be awarded a maximum EPA grade of Pass, unless the EPA organisation determines that there are exceptional circumstances requiring a resit or retake.

Booking reassessment

The timescale for any reassessment will be agreed with Pearson on a case-by-case basis. As part of the agreement, reassessment must not give the apprentice an unfair advantage over others. Pearson will allocate an available independent end-point assessor to undertake this assessment. This may or may not be the same individual who undertook the previous assessment.

3 End-point assessment components

This section contains information on the components in the end-point assessment.

Component 1: Examination paper	11
Component 2: Clinical practice observation and discussion	14

Component 1: Examination paper

Purpose

The examination paper is an onscreen, multiple-choice test that assesses the apprentice's knowledge and understanding of the following areas of the Apprenticeship Standard: clinical mammography, mammography science and quality assurance, in line with the Assessment Plan requirements.

The examination paper will assess the following domains and outcomes from the Apprenticeship Standard.

Domain	Apprenticeship Standard outcomes – knowledge and understanding
Clinical mammography	K1 Normal breast anatomy, physiology and pathology
	K2 Principles of informed consent and the actions to take if consent is withdrawn
	K3 NHSBSP standards and quality assurance process
	K4 The role of other imaging and treatment modalities
	K5 The types of external abnormalities of the breasts that need to be observed and recorded
	K6 Effective positioning and immobilisation
	K7 Adaptation of technique to optimise image quality
	K8 Standards for assessing the technical quality of images
	K9 When it is necessary to refer to an appropriate member of the multi-disciplinary breast care team, including the supervisory radiographer
	K10 How to advise individuals of the results process and give additional information within the scope of your responsibility
	K11 Systems for image processing, storage and retrieval
Mammography science	K12 How radiation is produced and its interaction with matter
	K13 The radiobiological effects of radiation – short- and long-term risks
	K14 Radiation protection of self and others
	K15 The relationship between anatomy, pathophysiology and the imaging process
	K16 The application of ionising radiation regulations

Domain	Apprenticeship Standard outcomes – knowledge and understanding
	K17 The basic design, function and operation of mammography image acquisition and display equipment
Quality assurance	K18 The principles and methods of quality control and quality assurance in mammography
	K19 The relevant national standards and local guidelines for quality assurance

Format

The table below gives information on the nature of the test items, duration, number of questions/marks and grading of the examination paper.

Test items	An onscreen test consisting of 60 multiple-choice questions, of which there are five diagram-based questions, each worth 1 mark. The test will cover the following three apprenticeship domains: clinical mammography (40 questions), mammography science (15 questions) and quality assurance (5 questions).
Duration	60 minutes
Number of questions/marks	60
Grading	Fail/Pass/Distinction. Distinction: 48+ correct answers. Pass: 30–47 correct answers. Fail: 29 or fewer correct answers.

Content to be assessed

This section details the technical content to be assessed in the examination paper in order to demonstrate the required knowledge and understanding related to the Apprenticeship Standard outcomes stated on the previous page. All the technical content is mandatory for assessment and the full breadth of content will be sampled over the life of the end-point assessment. It is essential, therefore, that apprentices have full knowledge of this content before they progress to end-point assessment.

All legislation cited in the content is current at the time of publication. The examination paper will use the most recent legislation.

The range of content to be assessed in the test can be found in the *Pearson Level 4 End-point Assessment for Mammography Associates – Additional Resources* document.

All content is obligatory. The full breadth of content will be sampled over the life of the end-point assessment.

Sample assessment materials

Sample assessment materials (SAMs) are provided for the Mammography Associate examination paper. The SAMs give an example of what the actual test will look like in terms of the feel and level of demand. They show the range of possible question types that may appear in the actual tests and give a good indication of how the tests will be structured.

While SAMs can be used for practice with apprentices, as with any assessment, the content covered and details of the questions asked will change in each new version of the Mammography Associate examination paper.

Delivery and conduct

Tests are available through Pearson's onscreen testing systems. As part of our planning discussions, we will discuss the set up and delivery of the tests with the employer/training provider.

Registrations must be made through Pearson's online systems. Registered apprentices will then need to be entered for specific testing sessions. The employer/training provider should ensure that apprentices are adequately prepared before each test attempt. The onscreen testing systems have useful help facilities that provide guidance on the functions and layout of each system. Those invigilating the tests should familiarise themselves with the screen and ensure that there is time for apprentices to fully explore the information on the help screen before starting the test. Onscreen assessments must comply with the requirements set out in our *EPA Service* document, which the employer/training provider will be given to them along with this specification.

Component 2: Clinical practice observation and discussion

Purpose

The clinical practice observation and discussion will be carried out by an independent assessor in the apprentice's workplace and will form the synoptic component of the overall assessment. This means that, in addition to the skills and behaviours, applied knowledge and understanding will also be assessed.

The observation will assess the knowledge, skills and behaviours across all the domains of the Apprenticeship Standard.

The observation and discussion will last for three hours (plus or minus 10%) at the discretion of the assessor and provide scope for an apprentice to demonstrate their full abilities.

The apprentice will be observed providing mammography to a succession of individuals. The focus of the discussion will be to ensure that the apprentice has the opportunity to explain knowledge, skills and behaviours that did not occur naturally during observation.

Domain	Apprentice Standard skills outcomes (what you will be able to do)
Clinical mammography	S1 Positively identify individuals attending for mammography
	S2 Prepare equipment and environments appropriately for mammography
	S3 Prepare individuals appropriately for mammography
	S4 Employ effective positioning and immobilisation to achieve images of high quality
	S5 Operate mammography equipment safely and effectively within protocol
	S6 Refer to an appropriate member of the multi-disciplinary breast care team where required
	S7 Assess the technical quality of images produced
	S8 Process and store images
	S9 Advise individuals of the results process and give any necessary additional information within the scope of your responsibility
	S10 Maintain comprehensive and accurate records of the procedure

Domain	Apprentice Standard skills outcomes (what you will be able to do)
Mammography science	S11 Maintain the radiation safety of all individuals in the working environment in line with current legislation
	S12 Work in accordance with ionising radiation regulations
	S13 Use information management systems effectively
	S14 Safely operate mammography equipment
Quality assurance	S15 Participate in mammography quality control
	S16 Adhere to NHBSP standards of performance
Professional practice	S17 Practise safely within relevant legal, ethical, professional and local frameworks and protocols
	S18 Work individually, collaboratively and in partnership to deliver person-centred care
	S19 Manage self and own work effectively
	S20 Apply effective interpersonal and communication skills to engage with individuals
	S21 Demonstrate accountability, recognising and responding appropriately to strengths and limitations in own knowledge, skills and attributes
	S22 Ensure own actions promote equality and diversity
	S23 Comply with legal, professional and local requirements for the delivery of clinical mammography
	S24 Make use of supervision and pastoral care
	S25 Make use of reflective practice to engage in continuing professional development
	S26 Engage in effective health promotion
Team working	S27 Work effectively within the multi-disciplinary breast care team
	S28 Promote a positive, safe and effective working environment
Health and safety	S29 Demonstrate proficiency in basic life-support techniques, infection control, safe moving and handling and other mandatory training requirements
	S30 Safeguard individuals in accordance with legal and organisational requirements

Domain	Apprentice Standard knowledge outcomes (what you will know and understand)
Professional practice	K20 The relevant legal, ethical, professional and local frameworks and protocols in the mammography context
	K21 Principles of person-centred care
	K22 How to meet the care needs of individuals and their accompanying companions with sensitivity and respect
	K2 Principles of effective interpersonal and communication skills
	K2 How to exercise personal responsibility and work within defined parameters of practice, legislation and local policies
	K25 How to operate within your own scope of practice
	K26 The responsibilities and professional values of a mammography practitioner
	K27 The importance of personal health, resilience and wellbeing
	K28 The value of appropriately-timed health promotion interventions
	K29 Principles of audit and research
Team working	K30 The role and function of the multi-disciplinary breast care team
	K31 Principles of effective team-working
Health and safety	K32 Basic life support techniques
	K33 Principles of infection control, safe moving and handling, and other mandatory training requirements
	K34 How to maintain health and safety in the workplace

Apprentice Standard behaviours	
Behaviours	BV1 Treat individuals with dignity, respecting their beliefs, culture, values and preferences
	BV2 Adopt an empathic approach and demonstrate discretion
	BV3 Demonstrate courage to challenge areas of concern
	BV4 Be adaptable and responsive to changing service needs
Values	BV5 Be caring and compassionate, honest, conscientious and committed to delivering a high quality experience to individuals attending for mammography

These outcomes can also be found in the *Pearson Level 4 End-point Assessment for Mammography Associates – Additional Resources* document.

Format

The table below gives information on the context, duration and grading of the observation.

Context	The observation and discussion will take place in the apprentice's workplace.
Duration	3 hours (plus or minus 10%)
Grading	Pass/Distinction All Pass criteria must be met to achieve a Pass. All Pass and Distinction criteria must be met to achieve a Distinction.

The observation contributes 50% to the overall end-point grade.

Delivery and conduct

This section gives information on how the clinical practice observation and discussion will be conducted and how the apprentice is expected to interact with the assessment process. It is important that this information is shared with the apprentice before they undertake the assessment.

1. The assessment is to take place in the apprentice's regular working environment. The employer will tell the apprentice when the observation will take place.
2. The observation and discussion will last for approximately three hours.
3. The observation will be conducted by the independent end-point assessor, who will judge the apprentice's performance against the performance criteria given on *pages 19-21*.
4. It is likely that the apprentice will provide mammography to one individual every 15 minutes. At the assessor's discretion, there is likely to be five minutes of discussion with the assessor at the end of each appointment. At the end of the overall observation period, there will also be a discussion with the assessor, which will focus on any areas from the Standard not covered by the observation and the final grading. A three-hour observation and discussion period should allow the apprentice to provide mammography to around eight individuals in total.
5. The observation must be terminated if, at any time during the assessment, the assessor observes unsafe practice. In these circumstances, the apprentice will be graded fail. In addition, should an unexpected event occur during the observation, the observation will be paused and may be resumed from a point deemed suitable by the assessor.
6. The observation of clinical practice and discussion must provide evidence of the apprentice demonstrating skills, knowledge and behaviours from the occupational Apprenticeship Standard as shown on *pages 14-16*.
7. The detailed requirements of the observation of clinical practice and discussion are as follows:
 - the required knowledge, skills and behaviours must be observed by the independent assessor
 - the answers to questions raised during discussions must be documented by the independent assessor
 - observations must be conducted in a realistic work situation under normal conditions; it is anticipated that end-point assessment organisations will use the apprentice's normal work environment to carry out the observation
 - observations must be determined and standardised by end-point assessment organisations.

Assessing performance

The independent end-point assessor will assess the apprentice's performance in the observation using the Pass and Distinction performance criteria shown below. No other sources of information will be used to make judgements on the quality and sufficiency of the apprentice's evidence.

Pass

The apprentice meets all of the core skills and behaviour requirements.

Apprenticeship Standard outcome	Performance criteria
S1-3, S20, S22, S28-29, K22-23, K26, K33, BV1-2, BV5	1. Positively identifying individuals and preparing the equipment, environment and individuals for the mammography examination while treating them and their accompanying companions with dignity and demonstrating discretion
S4-6, S11-12, S14, S17, S21, S24, S27	2. Operating mammography equipment safely and effectively to position and immobilise individuals, adapting technique when necessary, to achieve images of high quality, referring to an appropriate member of the team where required
S7	3. Assessing the technical quality of images produced, recognising normal breast anatomy, physiology and pathology, and observe any external abnormalities that need to be recorded

Apprenticeship Standard outcome	Performance criteria
S8-10, S13	4. Process and store images using the dedicated IT systems ensuring comprehensive and accurate records are maintained and advise individuals of the results process and any further imaging or treatment that has already been scheduled
S15-16	5. Demonstrate through evidence their participation in mammography equipment quality control)
S17-18, S23, K20-21, K24-25	6. Practice safely within relevant frameworks and protocols and work independently and collaboratively to deliver person-centred care
S19, BV4	7. Demonstrate through evidence their ability to manage work effectively and adapt to changing service needs
S25, BV3	8. Demonstrate through evidence the use of reflective practice, engagement in CPD and the courage to challenge areas of concern
K29	9. Demonstrate understanding of the principles of audit and research
S26, K27-28	10 Demonstrate understanding of breast care and importance of health promotion to clients
S27, K30-31	11 Demonstrate through evidence their understanding of the role and function of the multidisciplinary team and the effectiveness of team working
S30, K32, K34	12 Safeguard individuals in accordance with legal and organisational requirements and maintain health and safety in the workplace

Distinction

The apprentice meets all of the knowledge, skills and behaviour requirements as for a pass, and in addition, they can:

Apprenticeship Standard outcome	Performance criteria
S1-3, S20, S22, S2-8, K22-4, K26, K33, BV1-2, BV5	1. Demonstrate or discuss an occasion when they have utilised different modes and levels of communication with a difficult individual that resulted in a positive outcome
S7, K1,K3, K5, K8	2. Demonstrate or discuss how to identify and correct issues of technical image quality
S8-10, S13	3. The apprentice is able to give an example of good/poor record keeping that they have encountered and what improvements were made from this
S15-16, K18-19	4. Demonstrate understanding of the importance of individual quality control tests and their impact and relevance to clinical context
S25, BV3	5. The apprentice can explain how their practice has changed as a consequence of reflection

These performance criteria can also be found in the *Pearson Level 4 End-point Assessment for Mammography Associates – Additional Resources* document.

4 Further information and useful publications

To get in touch with us, visit our 'Contact us' pages:

- Edexcel, BTEC and Pearson Work Based Learning contact details: qualifications.pearson.com/en/support/contact-us.html.
- Books, software and online resources for UK schools and colleges: www.pearsonschoolsandfecolleges.co.uk.

Key publications

- *Equality, diversity and inclusion policy* (Pearson)
- *EPA Service Guides* (Pearson).

These publications are available on our website.

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Telephone: 0844 576 0045

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Email: wbl@pearson.com

Telephone: 0844 576 0045

Annexe A: Gateway Declaration Form

Apprentice name		
On-programme start date		
Gateway date You will know and understand:		
Evidence	Y/N	Comments (if applicable)
English and maths Level 2 certificates (For those with an education, health and care plan or a legacy statement, the apprenticeship English and maths minimum requirement is Entry Level 3. For those with British Sign Language as their primary language, a British Sign Language qualification is an alternative to English qualifications.)		
Mammography Associates must have completed a minimum of 500 mammograms unassisted, meeting the NHS Breast Screening Programme standards.		

Employer declaration

I confirm that the apprentice has:

- achieved the occupational knowledge, skills and behaviours required to achieve the apprenticeship
- achieved the prerequisites listed above and is ready for their end-point assessment.

Name: _____ Date: _____

Signature: _____

Apprentice declaration

I confirm the gateway evidence is my own and I agree to be put forward for my EPA.

Signature: _____ Date: _____

December 2019

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