
Overview

This unit is about designing policies which take account of the legal environment, EU considerations and guidance upon policy/regulatory appraisal.

This unit should be used in conjunction with your organisation's own leadership behaviours.

This standard reflects best practice within the PSG in relation to aspects of policy design in the PSG policy framework.

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Design policy

Performance criteria

You must be able to:

- P1 identify clearly and correctly the outcomes sought from the policy
- P2 identify and prioritise the issues and objectives to be addressed by the future policy, ensuring that the objectives are in line with the outcomes sought
- P3 obtain and analyse relevant information from a variety of sources, including research materials and appropriate experts, and use this to inform planning and to support decision making
- P4 identify and consider relevant examples of precedents towards informing the policy
- P5 determine and assess the needs and concerns expressed by relevant stakeholders
- P6 develop and assess possible policy options which address the issues and achieve the
- P7 identify and assess any potential risks associated with the options developed, balancing identified risks with the desired outcomes
- P8 assess the likely impact of the options, including any implications for regulation
- P9 identify the actions and resources required to implement the preferred policy options
- P10 develop and present the preferred options, setting out reasoned justification for the recommendations

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Knowledge and understanding

You need to know and understand:

- K1 current central and organisational guidance upon the design of policy
- K2 statutory and legal requirements affecting the design of policy
- K3 the importance of long and medium term planning to the success of policy
- K4 the topics to be addressed within proposed policy options
- K5 how to identify potential risks to the achievement of policy
- K6 who the relevant stakeholders are, and how to determine their requirements and concerns relevant to developing policy
- K7 sources of information and evidence that can assist policy development
- K8 processes for consultation and stakeholder engagement in the development of policy
- K9 policy delivery mechanisms and models that are effective
- K10 the implications for operational aspects of the business area responsible for the day to day application of the policy being designed

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Additional Information

Behaviours

1. You communicate the preferred options clearly and accurately to relevant people
2. You take personal responsibility for making things happen
3. You find practical ways to overcome barriers
4. You reflect regularly on your own and others' experiences and use these to inform future action
5. You seek to constantly improve performance.

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Design policy

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