

The Community Development Values in Detail

Social justice and equality

Work for a more just and equal society which recognises environmental, political, cultural and economic issues by;

- Celebrating the strengths, skills and assets in communities
- Acknowledging and challenging inequalities, injustice and imbalances of power
- Promoting human and civil rights and responsibilities

Anti-discrimination

Respect, value, support and promote difference and diversity whilst rejecting and challenging any form of oppression, discrimination and sectarianism.

- Recognise that discrimination works at individual, community, organisational/institutional and societal levels
- Explore and challenge all forms of discrimination
- Develop anti-oppressive policies and practices which actively support and value diversity

Community empowerment

Enable communities to develop confidence, capacity, skills and relationships to shape collective action and challenge imbalances of power.

- Enable communities to recognise and build on their existing skills, knowledge and expertise
- Promote the rights of communities to define themselves, their priorities and agendas for action
- Provide the space for communities to develop critical, creative, independent and active decision making and participation

Collective action

Promote the active participation of people within communities, using the power of a collective voice and goal.

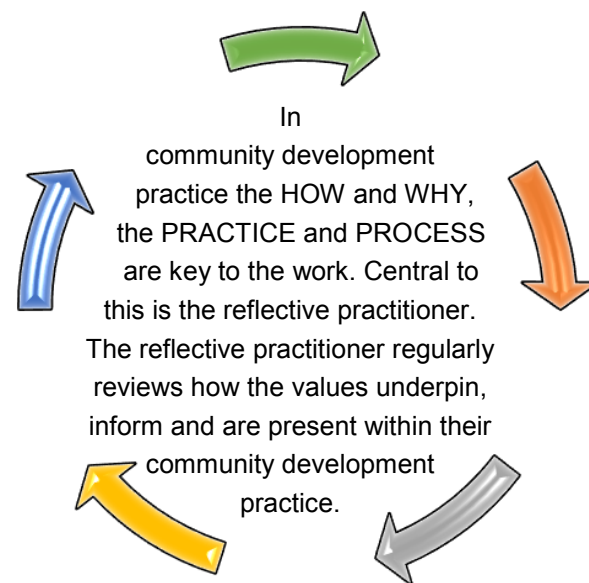
- Recognise the wealth of creative and positive resources within individuals and communities
- Promote and support diverse communities to agree and take action on their common concerns and interests
- Use the power of the collective voice to plan and take collective action while respecting the rights of others

Working and learning together

Create and encourage opportunities for collective learning through action and shared reflection.

- Learn from shared experiences of working in collaboration
- Understand experiences in the context of wider social, political and economic forces
- Encourage critical reflection on own practice, values and beliefs.

The Reflective Community Development Practitioner



Community Development National Occupational Standards

What is Community Development?

Community development enables people to work collectively to bring about positive social change.

This long term process starts from people's own experience and enables communities* to work together to:

- Identify their own needs and actions
- Take collective action using their strengths and resources
- Develop their confidence, skills and knowledge
- Challenge unequal power relationships
- Promote social justice, equality and inclusion

in order to improve the quality of their own lives, the communities in which they live and societies of which they are a part.

What are National Occupational Standards?

National Occupational Standards (NOS) aim to define the skills, knowledge and understanding required to undertake the functions carried out by the community development practitioner.

Community development is undertaken by a wide range of people in different settings and roles. Community development practitioners may be paid (employed workers) or unpaid (community activists and voluntary workers), and all community development practitioners need to be competent in the necessary skills and knowledge

The Standards applied to practice will ensure that community development impacts on poverty, racism and social exclusion in a way that empowers, enables and encourages participation.

Key Values

The community development process is underpinned by a set of values on which all practice is based.

Community development practitioners need to relate these values to their roles and actions.

There are five key values that underpin all community development practice:

- Social justice and equality
- Anti-discrimination
- Community empowerment
- Collective action
- Working and learning together

The National Occupational Standards will support;

- Community development workers and community activists
- Individuals and organisations adopting a community development approach in their work
- Employers of community development practitioners
- Community development education and training providers
- Funders of programmes and projects
- Development and delivery of strategic plans
- Evaluation of community development practice

*Communities refer to those that can be defined by geography, identity or interest.

The Community Development Standards Summary

