

What are the Community Development Standards?

The National Occupational Standards (NOS) outline clearly the skills, values and processes required for effective and appropriate community development practice.

Community development is undertaken by a wide range of people in different settings and roles.

Community development practitioners may be paid – employed workers

Community development practitioners may be unpaid – activist and voluntary workers

All community development practitioners need to be competent in the necessary skills and knowledge and to work with integrity to support communities who may have few recognised resources and limited access to decision makers.

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

The NOS are an attempt to aid community development practitioners to be reflective in their practice by reviewing how the values underpin, inform and present within their practice.

The Reflective Community Development Practitioner



* Key Area 1 is core and underpins all community development practice

NOS states that the key purpose of community development is to enable people to work collaboratively to bring about positive social change. It is a 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.

NATIONAL OCCUPATIONAL STANDARDS

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FACTSHEET

Values	Key Areas	Standards
5 values of CD	6 Key areas of work	Each key area has a number of standards
Social Justice and equality Anti-discrimination Community empowerment Collective Action Working and learning together	1. Understand and practice community development 2. Understand and engage with communities 3. Group work and collective action 4. Collaborative and cross sectional working 5. Community learning for social change 6. Governance and organisational development	Each of the key areas has a set of standards which identify the practice that practitioners should adopt within the community development process. They outline the knowledge, understanding and skills needed to carry out these roles.

What CDHN thinks....

The NOS standards are a substantial read it has to be said. However they do provide a guide for community development practitioners to work with. Each of the contexts that we work in vary but the standards do provide a way in which we can reflect on what we are doing. There are certain criteria that needs to be met in the way that we carry out our work (performance criteria) and also what a practitioner needs to know and understand.

As a community development organisation the National Occupational Standards do help guide our practice. As we recruit new staff and update our staff team we have found it useful to refer to and use the information within the standards.

This factsheet has been produced using the National Occupational Standards 2015.

A full version of the standards are available at www.fcsl.org.uk

The Community Development Standards Summary

