COMMUNITY DEVELOPMENT NOS 2023
FUNCTIONAL MAP

Within the Community Development National Occupational Standards there are 29 standards. Of these, 3 NOS come from other sectors and are referred to as Signpost NOS. As per the guidance notes for writing National Occupational Standards, where possible, NOS are signposted from other suites as opposed to new NOS being written.

The anticipated date of review for Community Development NOS is 2028.

Key Purpose	Community development enables people to work collectively together in a structured and co-ordinated way to bring about positive social change to achieve equality, social justice, climate justice and human rights. It is underpinned by a clear set of values and ethical principles.	
	This long-term process starts with people's own experience and enables communities* to work together to: ● identify the needs and actions they wish to address ● plan and take collective action ● build on and strengthen their confidence, skills and knowledge ● challenge unequal power relationships ● promote social justice, equality and participation in order to improve the quality of their own lives, the communities in which they live and societies of which they are a part. *Communities refer to those that can be defined by geography, identity or interest.	
Values	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	
Functional area	**NOS Ref**	**Relevant NOS title**	**NOS Database Link**
Key Area 1: CORE Understand and practise community development	CLDSCCD01	Integrate and use the values and process of community development	Integrate and use the values and process of community development
	CLDSCCD02	Work with the tensions inherent in community development practice	Work with the tensions inherent in community development practice
	CLDSCCD03	Relate to different communities	Relate to different communities
	CLDSCCD04	Develop yourself as a community development practitioner	Develop yourself as a community development practitioner
	CLDSCCD05	Maintain community development practice	Maintain community development practice
	CLDSCCD06	Support inclusive and collective working	Support inclusive and collective working

	**INSML045	Manage programmes of work or projects	Manage programmes of work or projects
	**INSML008	Promote equality of opportunity, diversity and inclusion in your organisation	Promote equality of opportunity, diversity and inclusion in your organisation
Key Area 2: Understand and engage with communities	CLDSCCD07	Get to know a community	Get to know a community
	CLDSCCD08	Facilitate, analyse and disseminate results of community research and consultations	Facilitate, analyse and disseminate results of community research and consultations
Key Area 3: Collective Action and Group work	CLDSCCD09	Organise community events and activities	Organise community events and activities
	CLDSCCD10	Support communities to manage and address conflict within and between communities or community groups	Support communities to manage and address conflict within and between communities or community groups
	CLDSCCD11	Support communities who want to bring about positive social change	Support communities who want to bring about positive social change
	CLDSCCD12	Facilitate community leadership	Facilitate community leadership
Key Area 4: Collaborative and cross-sectoral working	CLDSCCD13	Promote and support relationships between communities and public bodies and other agencies	Promote and support relationships between communities and public bodies and other agencies
	CLDSCCD14	Encourage and support public bodies to build relationships with communities	Encourage and support public bodies to build relationships with communities
	CLDSCCD15	Support collaborative and partnership work	Support collaborative and partnership work
	CLDSCCD16	Strategically co-ordinate networks and partnerships	Strategically co-ordinate networks and partnerships
	CLDSCCD17	Advocate with and on behalf of individuals and communities so that their interests are represented	Advocate with and on behalf of individuals and communities so that their interests are represented

Key Area 5: Community learning for social change	CLDSCCD18	Promote opportunities for community development learning	Promote opportunities for community development learning
	CLDSCCD19	Facilitate community learning for social and political development	Facilitate community learning for social and political development
	CLDSCCD20	Support communities to become aware, collectively explore and act on the impacts of climate change in pursuit of climate justice	Support communities to become aware, collectively explore and act on the impacts of climate change in pursuit of climate justice
Key Area 6: Governance and organisational development	CLDSCCD21	Advise on organisational structures to support community development	Advise on organisational structures to support community development
	CLDSCCD22	Plan and gain resources and funding for sustainability	Plan and gain resources and funding for sustainability
	CLDSCCD23	Strengthen the organisational development of groups	Strengthen the organisational development of groups
	CLDSCCD24	Monitor and evaluate community development activities	Monitor and evaluate community development activities
	CLDSCCD25	Manage internal organisational development and external relationships	Manage internal organisational development and external relationships
	CLDSCCD26	Supervise and support community development practitioners	Supervise and support community development practitioners
	**INSHOU53	Recruit and manage volunteers	Recruit and manage volunteers

** Signpost NOS

Community Development Functional Areas

KEY PURPOSE:

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- identify the needs and actions they wish to address
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- build on and strengthen their confidence, skills and knowledge
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