# Community Development NOS Purpose & Values Nov 2022

2. Section 1: About you

| **1. In which UK nation are you based?** | | | | |
| --- | --- | --- | --- | --- |
| **Answer Choices** | | | **Response Percent** | **Response Total** |
| 1 | England | |  | | --- | |  | | 32.14% | 9 |
| 2 | Northern Ireland | |  | | --- | |  | | 28.57% | 8 |
| 3 | Scotland | |  | | --- | |  | | 39.29% | 11 |
| 4 | Wales | |  | | --- | |  | | 7.14% | 2 |
|  | | | answered | 28 |
| skipped | 0 |

| **2. What is your Community Development (CD) role? (Please tick all that apply)** | | | | |
| --- | --- | --- | --- | --- |
| **Answer Choices** | | | **Response Percent** | **Response Total** |
| 1 | Paid worker | |  | | --- | |  | | 28.57% | 8 |
| 2 | Volunteer | |  | | --- | |  | | 21.43% | 6 |
| 3 | CD Manager/Employer | |  | | --- | |  | | 21.43% | 6 |
| 4 | CD Training provider - Higher Education Institute | |  | | --- | |  | | 7.14% | 2 |
| 5 | CD Training provider - Further Education Institute |  | 0.00% | 0 |
| 6 | CD Training provider - other (please specify in the Comments box) | |  | | --- | |  | | 14.29% | 4 |
| 7 | CD student | |  | | --- | |  | | 3.57% | 1 |
| 8 | Other (please specify): | |  | | --- | |  | | 28.57% | 8 |
|  | | | answered | 28 |
| skipped | 0 |
| Other (please specify): (8) | | | | |
| |  |  |  | | --- | --- | --- | | 1 | 23/11/2022 12:17 PM ID: 204899328 | HM Inspector | | 2 | 24/11/2022 17:48 PM ID: 205146488 | Policy Adviser | | 3 | 25/11/2022 08:22 AM ID: 205213581 | Voluntary sector training provider | | 4 | 25/11/2022 09:43 AM ID: 205220107 | director CD standards Board a PSRB | | 5 | 28/11/2022 14:55 PM ID: 205416002 | Social work writer - community social work promoter | | 6 | 30/11/2022 15:13 PM ID: 205607428 | Resident development officer | | 7 | 01/12/2022 17:01 PM ID: 205723212 |  | | 8 | 01/12/2022 20:49 PM ID: 205734872 | I run a community development consultancy providing training, facilitation and community develop support | | | | | |
| Comments: (4) | | | | |
| |  |  |  | | --- | --- | --- | | 1 | 23/11/2022 10:24 AM ID: 204877610 | Service Manager for a local authority CLD service which includes a specific Community Development team. | | 2 | 25/11/2022 13:37 PM ID: 205253504 | Community-based facilitator of basic skills | | 3 | 28/11/2022 14:55 PM ID: 205416002 | I have written several papers on CSW and helped organise a recent social work national conference on the theme, through my involvement with an initiative by Fife Council. There is an obvious overlap with CD | | 4 | 01/12/2022 17:01 PM ID: 205723212 | Depending on need, role might involve all/any of the above as well as participation in endorsement process for community programmes and HEI programs against the CD NOS. | | | | | |

3. SECTION 2: Community Development Key Purpose

| **3. Do you think this statement is still relevant in 2022?Please use the scale of 1-6 (with 1 being Not at All and 6 being Entirely)** | | | | |
| --- | --- | --- | --- | --- |
| **Answer Choices** | | | **Response Percent** | **Response Total** |
| 1 | 1 - Not at all |  | 0.00% | 0 |
| 2 | 2 | |  | | --- | |  | | 3.57% | 1 |
| 3 | 3 | |  | | --- | |  | | 7.14% | 2 |
| 4 | 4 | |  | | --- | |  | | 21.43% | 6 |
| 5 | 5 | |  | | --- | |  | | 17.86% | 5 |
| 6 | 6 - Entirely | |  | | --- | |  | | 50.00% | 14 |
|  | | | answered | 28 |
| skipped | 0 |
| Please detail the reason for your choice (17) | | | | |
| |  |  |  | | --- | --- | --- | | 1 | 23/11/2022 10:24 AM ID: 204877610 | I think the social justice , equity and inclusion one is a 'catch all' for a lot of our work in a local authority setting. I think there is something about participatory democracy as well but that can be seen as part of the catch all above. | | 2 | 23/11/2022 16:01 PM ID: 204928853 | I think communities have the benefit of physical and social assets, it would be good if they were identified along with needs  There should be something about actively influencing decisions that affect the community...challenge unequal power relationships and descions making.  Promote social justice, equality and inclusion (don't really need the rest of it) | | 3 | 24/11/2022 09:53 AM ID: 205027359 | still retains core CD principles | | 4 | 24/11/2022 15:32 PM ID: 205126096 | We have seen the importance of having empowered communities in response to recent pandemic, the current financial challenges will place a greater focus on communities | | 5 | 24/11/2022 17:48 PM ID: 205146488 | not sure how much preference / weight should be given to communities of geography, identity or interest - I think some of this could be tightened up a little perhaps eg make clear it is communities that are disadvantaged / discriminated against that is the focus. | | 6 | 24/11/2022 18:37 PM ID: 205166486 | Post Covid, Austerity, politics has polarised communities. | | 7 | 25/11/2022 08:22 AM ID: 205213581 | Collective action through volunteering has been at the heart of the response to Covid and I think this is still very relevant. | | 8 | 25/11/2022 09:43 AM ID: 205220107 | its has the basic ingredients of collective action, inequality, social justice , bottom up approach, but needs to be stronger on its language re oppression and anti oppressive practices and to be stronger on CD being an asset based approach. Communities can be defined in many ways not just those listed in the footnote | | 9 | 25/11/2022 13:37 PM ID: 205253504 | Under the current circumstances in the UK there is a need to build community capacity in learning and working together. | | 10 | 25/11/2022 20:58 PM ID: 205291253 | People's motivations for getting involved in community development will always differ, e.g. some people have no intention of being involved in order to develop confidence, skills and knowledge but just want to make a difference to the lives of those within their community. I believe that the statement needs to take cognisance of the fact that people come together for differing reasons and that community development takes them on a journey to make a difference and improve the lives of those who are impacted. | | 11 | 28/11/2022 14:55 PM ID: 205416002 | This still captures the aspirations and hopes of CD | | 12 | 29/11/2022 09:37 AM ID: 205473060 | we should aim to acknowledge and share power not just challenge power also, we should be aiming for equity rather than equality there is a difference. I also, feel that we should have something in here about underpinning our approach with theories | | 13 | 30/11/2022 15:13 PM ID: 205607428 | I have been a community development officer for many years as was part of coming up with these and the values and trained other people in them. | | 14 | 01/12/2022 14:55 PM ID: 205708003 | They still cover all relevant sections of community development practice. | | 15 | 01/12/2022 17:01 PM ID: 205723212 | Some lines are showing their age and could usefully be refreshed | | 16 | 01/12/2022 20:49 PM ID: 205734872 | I think this statement broadly reflects a common understanding of what CD is and is compatible with other widely recognised and respected definitions. I do think there are some minor amendments that would strengthen the statement. Ive listed these below. | | 17 | 02/12/2022 16:20 PM ID: 205796516 | I like the focus on enabling and recognising the knowledge and skills in the community in the first instance | | | | | |

| **4. Please note any changes you would make to the Purpose Statement.** | | | |
| --- | --- | --- | --- |
| **Answer Choices** | | **Response Percent** | **Response Total** |
| 1 | Open-Ended Question | 100.00% | 9 |
| |  |  |  | | --- | --- | --- | | 1 | 23/11/2022 09:40 AM ID: 204875546 | I don't think changes are needed - focus needs to be on supporting this in practice and through training/teaching courses. | | 2 | 23/11/2022 10:24 AM ID: 204877610 | The Summary of the NOS does go into more detail about Values - again as above I wonder if the idea of participatory democracy should feature within the values. | | 3 | 23/11/2022 16:01 PM ID: 204928853 | identify their own assets, needs and actions take collective action using their strengths and resources develop their confidence, skills and knowledge challenge unequal power relationships and decision making promote social justice, equality and inclusion | | 4 | 25/11/2022 08:22 AM ID: 205213581 | I think the purpose seems a bit overwhelming, communities might take the first step in a small way and somehow the purpose needs to clarify that this is a continuum, it may not always be initially about social justice but it might be the first step on that journey. | | 5 | 25/11/2022 09:43 AM ID: 205220107 | see above and I think it might be best not bulleted but more a statement - thinking of IACD. IT needs to have some nod towards sustainability so that the UN sustainability goals can be linked later with the standards | | 6 | 25/11/2022 20:58 PM ID: 205291253 | as above. I dont believe that all the statements apply to individuals motivations and it should reflect that. | | 7 | 30/11/2022 15:13 PM ID: 205607428 | this process enables people to come together and work from their own experiences, knowledge and understanding and enables communites to come together and ...  i would add empowerment and social change in there as well | | 8 | 01/12/2022 17:01 PM ID: 205723212 | There is a debate about "identifying own needs and actions" - argument goes communities know what they need (that's often why they've come together) so not necessarily first item in list or indeed not always needed. Wider than this, suggest that the value is in the platform phrase rather than this bullet point Prioritisation of terms in the social just value need review - current commitment is phrased differently than this bullet point and needs revision (have not rewritten it here I'm sure others will have contributed suggestions with greater impact  ESB research suggested the following areas for review: There was general agreement that it worked as a summary, with suggestions for amending the wording a little to • Emphasis putting on place collaborative and cooperative structures and initiatives – such a social enterprises that are sustainable, offering real wealth creation, organisations firmly connected with people and neighbourhoods • Include on-line/social media • Can appear outdated and patronising so avoid the word develop and use an alternative that focuses the emphasis on releasing existing skills and capacity • Replace ‘identify own needs and actions’ with ‘become aware of needs, aspirations and actions’..a nod to Frierian and appreciative approaches • It outlines a bottom up approach and reflects the asset based approach which could be strengthened | | 9 | 01/12/2022 20:49 PM ID: 205734872 | suggested changes are in capitals. 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 AND HUMAN RIGHTS. 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 TAND 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 | | | | |
|  | | answered | 9 |
| skipped | 19 |

4. Community Development Values

| **5. Do these values reflect Community Development practice in 2022?Please use the scale of 1-6 (with 1 being Not at All and 6 being Entirely)** | | | | |
| --- | --- | --- | --- | --- |
| **Answer Choices** | | | **Response Percent** | **Response Total** |
| 1 | 1 - Not at all |  | 0.00% | 0 |
| 2 | 2 | |  | | --- | |  | | 3.57% | 1 |
| 3 | 3 | |  | | --- | |  | | 7.14% | 2 |
| 4 | 4 | |  | | --- | |  | | 14.29% | 4 |
| 5 | 5 | |  | | --- | |  | | 35.71% | 10 |
| 6 | 6 - Entirely | |  | | --- | |  | | 39.29% | 11 |
|  | | | answered | 28 |
| skipped | 0 |
| Please detail the reason for your choice (12) | | | | |
| |  |  |  | | --- | --- | --- | | 1 | 23/11/2022 09:40 AM ID: 204875546 | In practice, competition for increasingly scarce resources, e.g. funding and trained staff, can inhibit collaboration and collective action - it's not the values that need changing. | | 2 | 23/11/2022 10:24 AM ID: 204877610 | I think settings influence the nature of the practice and the emphasis on particular values - so the line about relating these values to their own practice is particularly important. | | 3 | 25/11/2022 08:22 AM ID: 205213581 | I think the language around anti discrimination is a bit dated and needs updated, should there be a reference to health inequalities? | | 4 | 25/11/2022 09:43 AM ID: 205220107 | Again the basis are there although I am not sure they are all 'values'. They need to be more explicitly linked to equity, sustainability, anti-oppressive practice | | 5 | 25/11/2022 11:30 AM ID: 205239127 | Social Justice and Equality is too similar to Anti-Dicrimination. Either they should be amalgamated or if still separate, social justice needs to make more reference to social exclusion and poverty. | | 6 | 25/11/2022 16:54 PM ID: 205275422 | I think this definition is integral and crucial in community development practice. Community development infrastructure is built on these values and go deeper than we may realise. | | 7 | 25/11/2022 20:58 PM ID: 205291253 | The values are all sound | | 8 | 28/11/2022 14:55 PM ID: 205416002 | Ditto previous answer to last question. | | 9 | 29/11/2022 16:54 PM ID: 205523001 | shortage of resources and appropriately trained professionals make these values hard to implement | | 10 | 30/11/2022 15:13 PM ID: 205607428 | Again I was part along with many others of coming up with these so agree with the values as still relevant today. you have community empowerment in there and I strongly agree with this value. | | 11 | 01/12/2022 14:55 PM ID: 205708003 | all still relevant | | 12 | 01/12/2022 17:01 PM ID: 205723212 | Suggest that review may make these more focused (something with less caveats and less explanations included), if need to include caveats and explanations are they really the values that underpin the NOS? | | | | | |

| **6. Please note any changes you would make to the Values, ensuring you specify which Value(s) your suggestions refer to.** | | | |
| --- | --- | --- | --- |
| **Answer Choices** | | **Response Percent** | **Response Total** |
| 1 | Open-Ended Question | 100.00% | 6 |
| |  |  |  | | --- | --- | --- | | 1 | 25/11/2022 09:43 AM ID: 205220107 | 1. need to link to climate justice; does the asset based statement fit in here or move to 3? 2 this needs to be clearer its about taking action - not just recognising, developing.. 3. not sure it is just about providing the space, but also the confidence, skills... 4. is it about promoting? certainly about enabling people to take collective action; finding common ground in fractured communities 5. needs to be stronger on understanding the political and economic structures/ systems that led to inequality/ injustice; role of CD practitioner as political educator is getting more important | | 2 | 25/11/2022 20:58 PM ID: 205291253 | Perhaps there should be a value around the individual, i.e. volunteer - safeguarding, supporting and recognising their involvement, impact and commitment. | | 3 | 29/11/2022 16:54 PM ID: 205523001 | the values themselves are fine | | 4 | 01/12/2022 14:55 PM ID: 205708003 | NA | | 5 | 01/12/2022 17:01 PM ID: 205723212 | ESB survey suggested necessity of considering the following areas in the values  \* Each value would benefit from reassessment and being relaunched so they are more clearly connected to current realities • Look at the language and make it more accessible, stress on community empowerment and unity • Add in about sustainability, climate change, climate/ environmental justice, mitigating global warming, and economic justice • Make anti-discrimination stronger as we are often working against oppression or worse • Add cooperative to collective action, or in the sub text | | 6 | 01/12/2022 20:49 PM ID: 205734872 | 1. Social justice and equality Work for a more just and equal society TO ENSURE THAT ALL PEOPLE CAN BENEFIT EQUALLY FROM AN EQUITABLE DISTRIBUTION OF WEALTH, OPPORTUNITES AND PRIVILEGES IN SOCIETY BY:  Celebrating the strengths, skills and assets in communities (DLETE THIS LINE) Acknowledging and challenging INEQUALITY, injustice, POVERTY, DISCRIMINATION, SOCIAL EXCLUSION and imbalances of power  Promoting human and civil rights, (DELETE THIS LINE AND REPLACE WITH) PROMOTING THE RIGHTS OF COMMUNITIES TO ADVOCATE COLLECTIVELY FOR THEIR RIGHTS USING ALL LEGAL AND POLICY MECHANISMS AVAILABLE TO THEM CHALLENGING AND ADDRESSING THE UNEQUAL DISTRIBUTION OF WEALTH, POWER AND RESOURCES IN SOCIETY AND BETWEEN WOMEN AND MEN 2. HUMAN RIGHTS AND Anti-discrimination Respect, value, support and promote difference and diversity  (whilst rejecting and challenging any form of oppression, discrimination and sectarianism. TAKE OUT THE BIT IN BRACKETS - IT REPEATS BELOW) Recognise that discrimination works at individual, community, organisational/ institutional and societal levels  CHALLENGE all forms of discrimination, OPPRESSION, PREJUDICE AND SECTARIANISM PROMOTE THE RIGHTS OF WOMEN AND MARGINALISED GROUPS AND ADVANCE THE RIGHTS OF THOSE UNDER-REPRESENTED IN DECISION MAKING USE ALL LEGAL ROUTES TO PROMOTE EQUALITY, ADDRESS DISCRIMINATION AND Develop anti-oppressive policies and practices which actively support and value diversity 3. 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 4. 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 5. SUSTAINABLE DEVELOPMENT PROMOTE ENVIRONMENTAL, ECONOMIC AND SOCIALLY SUSTAINABLE POLICIES AND PRACTICES MITIGATE AGAINST THE EFFECTS OF CLMATE CHANGE  ENSURE A GOOD QUALITY ENVIRONMENT FOR ALL  ENSURE COMMUNITIES HAVE A VOICE IN SUSTAINABLE DEVELOPMENT POLICY AND PLANNING  Working and learning together (DELETE THIS, IT ISNT A VALUE) 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. | | | | |
|  | | answered | 6 |
| skipped | 22 |

5. Additional Relevant Information

| **Please use the box below to provide any additional information you think might be relevant to the Community Development NOS Review.** | | | |
| --- | --- | --- | --- |
| **Answer Choices** | | **Response Percent** | **Response Total** |
| 1 | Open-Ended Question | 100.00% | 9 |
| |  |  |  | | --- | --- | --- | | 1 | 23/11/2022 09:40 AM ID: 204875546 | We're looking to bring CD NOS into HE provision, but will need to justify this in re/validation process as to how recognised this is across the sector. The review is timely for us - thank you. | | 2 | 23/11/2022 10:24 AM ID: 204877610 | I struggled to access the materials on the Federation for Community Development Learning site - but may have been a firewall issue at my end .  The CD team I manage are involved in neighbourhood work; PB; Resilience Planning as well as being lead facilitators on some key partnership groups and in strategic consultations. There is something about the backroom advocacy function that people play in local authority settings to influence and which then sees CD values reflected in wider policies and procedures. | | 3 | 25/11/2022 08:22 AM ID: 205213581 | I think some reflection on the importance of volunteering to community development. It is implicit but I think it needs to be explicit that community development depends on volunteering. | | 4 | 25/11/2022 09:43 AM ID: 205220107 | improve the process of the focus group discussions; have facilitated groups with people who know the situation in the different countries; keep it simple, too much going on at the last one.. discussions, chat and a padlet - way to difficult to do all of them effectively. Have a clear agenda - is it abut gathering information for the key purpose and values, or is it reporting back on these? is it gathering data on what people actually do these days as CD practitioners - what has changed over the past 7 years - it is quite a different world today with the sheer levels of destitution over- whelming everyone. What is a CD response to the crisis facing communities and a government hell bent on taking away any rights to protest? | | 5 | 25/11/2022 13:37 PM ID: 205253504 | There is a need to reach out to more community groups, organisations and Local Authorities to work in a partnership way with shared, common, Standards which benefit the communities they serve and are recognised by those communities. | | 6 | 28/11/2022 14:55 PM ID: 205416002 | Please consider reference to the incorporation of CD principles and practice into social work practice through the development of Community Social Work models. | | 7 | 29/11/2022 16:54 PM ID: 205523001 | I no longer work professionally in communities but I continue to be involved in national and local community action and development. The deprived area I live in could certainly do with more help - but I also see problems in well to do areas. Austerity needs to be challenged, not least because of its disproportionally large impact on the most disadvantaged. | | 8 | 30/11/2022 15:13 PM ID: 205607428 | I think the values and statements are very relevant in 2022. the question is how to you translate them to others in the Field who do not understand community development but may have it as a job title. I feel a lot of people would benefit from training around these . | | 9 | 01/12/2022 17:01 PM ID: 205723212 | Changes in purpose and values (focus and tone) flow to the individual NOS, to their titles, to their grouping in areas, and to the text included in each one (particularly the wordiness in some cases) | | | | |
|  | | answered | 9 |
| skipped | 19 |