**COMMUNITY DEVELOPMENT FUNCTIONAL MAP – DRAFT 2023**

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| **Key Purpose** | **Functional area** | **Functional Reference/Title** | **NOS Ref** | **Relevant NOS title** |
| 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. | Key Area 1: CORE Understand and practise community development |  | CLDSCCD01 | Integrate and use the values and process of community development |
| CLDSCCD02 | Work with the tensions inherent in community development practice |
| CLDSCCD03 | Relate to different communities |
| CLDSCCD04 | Develop yourself as a community development practitioner |
| CLDSCCD05 | Maintain community development practice within own organisation |
| CLDSCCD06 | Support inclusive and collective working |
| INSML045 | Manage programmes of work or projects |
| INSML008 | Promote equality of opportunity, diversity and inclusion in your organisation |
| Key Area 2: Understand and engage with communities |  | CLDSCCD07 | Get to know a community |
| CLDSCCD08 | Facilitate community research and consultations |
| Key Area 3: Group work and collective action |  | CLDSCCD09 | Organise community events and activities |
| CLDSCCD10 | Support communities to effectively manage and address conflict, within and between communities or community groups |
| CLDSCCD11 | Support communities who want to bring about positive social change |
| CLDSCCD12 | Facilitate community leadership |
| Key Area 4: Collaborative and cross-sectoral working |  | CLDSCCD13 | Promote and support effective relationships between communities and public bodies and other agencies |
| CLDSCCD14 | Encourage and support public bodies to build effective relationships with communities |
| CLDSCCD15 | Support collaborative and partnership work |
| CLDSCCD16 | Strategically co-ordinate networks and partnerships |
| **NEW** | **Advocate with and on behalf of individuals and communities so that their interests are represented** |
| Key Area 5: Community learning for social change |  | CLDSCCD17 | Promote opportunities for community development learning |
| CLDSCCD18 | Facilitate community learning for social and political development |
| **NEW** | **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 |  | CLDSCCD20 | Advise on organisational structures to support community development |
| CLDSCCD21 | Plan and gain resources and funding for sustainability |
| CLDSCCD22 | Strengthen the organisational development of groups |
| CLDSCCD23 | Monitor and evaluate community development activities |
| CLDSCCD24 | Manage internal organisational development and external relationships |
| CLDSCCD25 | Supervise and support community development practitioners |
| INSHOU53 | Recruit and manage volunteers |