

LSICD09 (SQA Unit Code - FX67 04)

Support inclusive and collective working through Community Development practice



Overview

Key Area Three is about supporting communities to come together and organise effectively so that they can collectively achieve their aims and exert influence on decisions that affect them. It concerns the skills and knowledge needed to work with groups of all kinds. It involves bringing people together, enabling them to agree what they want to achieve, and managing conflicts that occur and affect the community. It is about supporting groups to decide how to organise and campaign to get their views heard. It is of relevance to all Community Development practitioners.

This standard is about the Community Development practitioner's role in supporting people and groups to come together to identify common issues, set aims and objectives and achieve their common goals. Most community groups are run by volunteers/unpaid practitioners who often want more people to get involved, and they need advice on how best to attract and retain new members.

This standard is relevant to all Community Development practitioners involved in groups.

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Performance criteria

You must be able to:

- P1 act appropriately with individuals and groups to raise awareness of issues that may affect their community
- P2 identify and make contact with people who are concerned about their community
- P3 bring people together to discuss their own needs, interests and concerns and identify common areas for potential collective action
- P4 support people to participate fully and equally in discussions and decision making
- P5 encourage consideration of what already exists locally that might meet expressed needs, interests and concerns
- P6 support groups to agree aims and objectives and appropriate organisational structures for collective action
- P7 support groups to identify and analyse barriers to achieving their aims
- P8 assist groups to identify the roles that their members need to carry out to meet their aims
- P9 support groups to identify the tasks they need to undertake to achieve their aims
- P10 assist groups to build on the strengths, skills and expertise of their members by encouraging individuals to share and further develop their skills and knowledge through a range of collective learning approaches
- P11 suggest ways that groups can review membership and attract new members to meet identified gaps in skills, expertise and representation
- P12 support groups to cope with the turnover in active members caused by external factors

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Knowledge and understanding

You need to know and understand:

The following knowledge and understanding statements relate to the four standards within Key Area Three. It is not necessarily the case that every Key Area Three knowledge statement relates to every standard, but it is likely that a knowledge statement relates to more than one standard.

The context

- K1 the contribution of social movements and community action in bringing about change
- K2 the impact of power and power relationships upon individuals and communities taking collective action
- K3 the benefits of recognising and valuing diversity
- K4 how discrimination and disadvantage impact on working relationships within communities
- K5 barriers to involvement in collective activities and ways to overcome them
- K6 how to develop community-based strategies which build the confidence, skills and independence of community groups
- K7 the importance of groups deciding on their own development.

Setting common goals

- K8 the role of research and information to determine common concerns
- K9 appropriate techniques and approaches for the collective identification of common issues, such as gender, disability, age and culture
- K10 collective decision-making approaches to identifying and agreeing aims and objectives.

Group dynamics and processes

- K11 how to facilitate collective approaches to group dynamics and development appropriate to the values of Community Development
- K12 equality and anti-discriminatory practice within groups
- K13 the impact of transient and changing populations on groups
- K14 structures which encourage open debate and accountability within groups
- K15 the roles that people take in groups and the support they need to be effective
- K16 methods of facilitating the review and development of group needs and capacity

Community organising

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- K17 collective and participatory approaches to planning an event or activity
- K18 how to identify and access necessary resources and support for community events/activities
- K19 how to ensure compliance with relevant legislation and good practice in relation to planned events/activities, including how to undertake a risk assessment
- K20 how to effectively monitor and evaluate events/activities and incorporate learning into future planning.

Conflict within communities

- K21 causes of conflicts within communities and wider society
- K22 common responses to conflict situations and the impact on group cohesion
- K23 different, and creative, approaches to conflict analysis and resolution
- K24 sources of mediation support available to individuals, communities and practitioners

Campaigning

- K25 models and techniques for collectively planning a community based campaign
- K26 the importance of making strategic alliances to build support
- K27 the factors to take into account when choosing methods of publicity and seeking media support for specific campaigns
- K28 how to influence and gain support via national and local political systems and structures
- K29 methods for evaluating community based campaigns

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Additional Information

Values

Key Area Three is underpinned by the five Community Development key values of: Equality and Anti-discrimination, Social Justice, Collective Action, Community Empowerment and Working and Learning Together.

The following examples correspond to each of the key values:

1. groups are open and welcoming to new members from different backgrounds
2. groups take steps to ensure people can participate in their activities
3. creative and fun activities are used to bring people together
4. individuals apply the confidence and skills gained from working in groups to more formal community engagement
5. groups have their own networks with other groups and provide peer support for each other

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