

CDAS

Community Development Alliance Scotland



How Community Development Happens

Why stronger communities matter and what it takes to develop them

This booklet

This booklet talks about how stronger communities can help people to achieve change or improve their wellbeing; and how they can help us all to deliver on national and local priorities for our society.

But mainly it invites you to think about what it takes to develop and support stronger communities.

They depend fundamentally on the commitment and resources of their members. But sometimes people must first be brought together. Often they need support, advice and links to the decisions that affect them, in order to believe that change is possible and deliver it effectively. This means that the hard work of community development has to be done.

The booklet has been produced by Community Development Alliance Scotland (see p20), the network for national organisations that support the principles of community development. It draws on two main sources:

- Some examples of community development happening in very different contexts around Scotland
- Some of the replies our member organisations gave when we asked them about what community development means to them: how they see it as relevant to their work, and how their work contributes to it.

All information is correct at March 2017



Stronger communities

Being part of a strong community is a good thing. It helps people to flourish and increases their well-being. It lies at the core of active citizenship and democratic engagement. It strengthens local democracy.

Communities that embrace change are a powerful force to promote equality, inclusion, and social justice. They can be advocates for human rights, aid the integration of diverse groups, and tackle discrimination or sectarianism. They can tackle poverty, improve health and promote sustainable living.

The role of strong and active communities has been recognised as crucial to delivering many public services in Scotland, including:

- Health and Social Care Integration
- Urban regeneration and rural development

- Planning and making better places
- Tenant participation and housing management
- Renewable energy and tackling climate change
- Community safety
- Curriculum for Excellence.

Communities often take action themselves to achieve their objectives, through ownership and control of land and assets or through social enterprise, or through building supportive communities devoted to recovery from addiction, or mutual aid in dealing with health, disability or other issues.

The Community Empowerment (Scotland) Act 2015, fully in force in 2017, gives communities new rights to own or manage land and assets and to request a role in achieving local outcomes; and it places some new duties on public bodies to support them.

But though our communities have great potential capacities and assets to offer, their ability to successfully make full use of these cannot be taken for granted. Many are strong, but some are not.

Community Development

Community development is an internationally recognised approach to achieving social change. It is based on the idea that disadvantage and social injustice cannot be tackled by top-down solutions alone.

Its principles are:

- Empowerment
- Participation
- Inclusion
- Self-determination
- Partnership.

It is action taken through building organisation, learning and power within communities in order to promote democracy, sustainable development, equality and social justice.

Community development is an active process. It happens when somebody, from inside or outside an existing or a potential community, stimulates people to achieve things that they might not otherwise do.

A community development approach to strengthening communities is linked to action for social justice. Tremendous strengths can be found in communities. But these are not automatically put to use, especially when economic disadvantage or rapid social change makes it difficult to do so. Intervention to stimulate and support action is required if communities are to benefit on an equal basis from empowerment legislation and policies.



How does it happen?

As our examples show, the impetus for change often comes from Individuals and groups within a community. But they need support and resources at appropriate points.

As an approach to social change community development is often facilitated by people who are experienced and trained in supporting the process:

- Helping people to come together, decide what they want to achieve and find ways of achieving it.
- Building personal skills, knowledge and confidence
- Helping people to understand and address social exclusion and division
- Building effective and representative community organisations
- Supporting them as they grow the financial, legal and organisational capacity to achieve results
- Supporting participation and involvement in decision making forums and in transforming services and policies.

In Scotland, skilled community workers can be found, both in voluntary and community groups and in local authorities and other public services, in various settings, including:

- Community based organisations such as Development Trusts and Housing Associations
- Community Learning and Development teams
- Community Planning or regeneration partnerships and projects
- Other services, such as Social Work and the NHS
- Voluntary organisations supporting disadvantaged groups or the Third Sector as a whole.

People in other jobs in agencies and services can learn from the approach and work in ways that empower people.



Community action to improve health: Healthy & Happy

WHO: Healthy and Happy (HnH) is a community owned Development Trust that aims to make Cambuslang and Rutherglen the healthiest and happiest places in Scotland. It tackles disadvantage by providing opportunities for people to actively improve their lives and neighbourhoods. It has a diverse range of funding with no guaranteed core. In 2016 1,800 people received direct support, and 7,500 were involved in activities.

WHAT: HnH has four work programmes:

1. *Transforming Lives* provides support to individuals and families including volunteering, stress management, healthy living and social activities and anti-stigma campaigning.
2. On *CamGlen Radio* over 65 volunteers produce and broadcast content 24/7.
3. *Social Enterprise* activities include a community centre offering learning and employability support, and bicycle recycling.
4. The *Transforming Communities* programme delivers community development to support local disadvantaged communities to articulate and achieve their ambitions.

In Burnhill initially, although 72% wanted to be involved in the community, very few were. Now, there is a Burnhill Action Group,

which has obtained funding for a community hub and lots of projects. HnH staff are still available to advise and help in any way they can.

In Whitlawburn and Springhall they are helping the community to take advantage of up to £1m on offer from Big Lottery Fund, as an ‘Our Place’ project. This will support applications that “emerge from asset based community development work in the neighbourhood” and “clearly demonstrate that they are locally determined”. It has taken two years’ work to build people’s confidence in the reality of the opportunity available.

HOW: The social model of health – people feeling good and functioning well – is fundamental to how HnH works. It works at three levels:

1. Personal capacity (confidence, parenting skills etc.)
2. Collaboration in activities
3. Leadership, through an active role in the community and wider citizenship.

The Transforming Communities team tries not to do the work for the community, but ask them what they want. This can involve a lot of work to build relationships and trust. Each neighbourhood is different – methods developed in one may not work in the next.

WEBSITE: www.healthynhappy.org.uk



Community Development ... a national priority

“Our vision for public service reform is a public service delivery landscape which is affordable, rises to the challenge of tackling inequalities and supports economic growth: where communities are empowered and supported to take responsibility for their own actions; and public services are confident and agile enough to allow that to happen. We see the values and practice of community development as central to achieving this vision.”

**SCOTTISH GOVERNMENT PUBLIC BODIES AND
PUBLIC SERVICE REFORM DIVISION**

“...Our work contributes to community development principles by adopting an assets based approach to build on the strengths within communities, rather than focus on the problems, and to increase community involvement in designing and delivering services.”

SCOTTISH GOVERNMENT COMMUNITY SAFETY UNIT

“Community development (including building the capacity of communities to meet their own needs, and engage with and influence decision makers) is ... key to the effective delivery of the overarching priorities for Community Learning and Development.”

EDUCATION SCOTLAND

“For example, in implementing the Community Empowerment Scotland Act, or developing participatory budgeting or developing a new Local Democracy Bill, skilled community development practitioners from a range of backgrounds will have key roles to play. We also look forward to working with CDAS to develop policy on community development over the coming years.”

**SCOTTISH GOVERNMENT PUBLIC BODIES AND
PUBLIC SERVICE REFORM DIVISION**

Making a community plan for an area: Mauchline

WHO: East Ayrshire Council has decided to support the communities in all its local areas to produce Community Plans, if they wish. One of the earlier Plans was for Mauchline, a village with a declining population of 3,884. A Community Action Group was set up which included people from the Community Council, Community Association, nursery, primary school, youth groups and others. This produced its five year plan. The Action Group now has incorporated status as a SCIO.

WHAT: The Action Group was brought together with community work support and analysed information about the area. The results were presented to 400+ people at a community event, who voted on priorities.

The group then put its plan together. Though there is dialogue, the contents are not council approved. But there is a commitment to work with the community to take the plan forward.

A leading group member confesses that he was initially unsure of council motives – was the aim to sack people and get the community to do their jobs? But he came to see that people needed to bring about change themselves, and actually help make the case for funding.

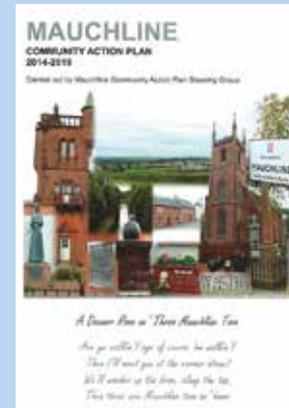
They included several ‘quick win’ proposals which have been implemented and won public support, such as clean-ups and flower baskets, moving on to a community garden and footpaths. Now they are taking over playing fields and planning a sports centre, and pushing for reopening of the rail station, reduced traffic etc.

Across East Ayrshire 18 local Plans are complete or underway plus 2 ‘thematic’ plans. Experienced Group members now offer advice to areas new to the process. Action Groups asked for an area-wide Conference and Forum, which is now represented on the Community Planning Partnership.

HOW: East Ayrshire’s Vibrant Communities service employs Community Workers who each serve 2-3 communities. Action Groups are guaranteed support from a worker, and offered admin support with plan production. Later, the worker assists the Group in contact with other services. The Group should not be reliant on them, but they help to break down barriers and challenge some departments and agencies. Vibrant Communities has worked with other services to improve how they work with communities.

WEBSITES: Mauchline Action Group <https://en-gb.facebook.com/Mauchline-Action-Group-379845695497775/>

Vibrant Communities <http://tinyurl.com/lhnt7mo>



... a widely shared priority

"...Health Scotland recognises what community development approaches, including recent developments such as the Community Empowerment Act and refreshed National Standards for Community Engagement, can contribute to many aspects of its work, from the roll out of the Place Standard to the development of the Public Health Workforce."

NHS HEALTH SCOTLAND

"...traditional 'top down' approaches can no longer solve the complex social problems that we face as a society and the state needs to play a more facilitative and enabling role which empowers individuals and communities to have more control over their personal wellbeing and our collective wellbeing as a society."

CARNEGIE UK TRUST

"...One of the charitable purposes is the advancement of citizenship or community development. This purpose has a focus on benefit to the community rather than the individual, by helping people to be active citizens, promoting voluntary organisations and networks, meeting the needs of particular communities or working to regenerate them. This includes the promotion of civic responsibility, volunteering, the voluntary sector or the effectiveness or efficiency of charities, and rural or urban regeneration."*

OFFICE OF THE SCOTTISH CHARITIES REGULATOR (OSCR)



* in the Charities and Trustee Investment (Scotland) Act 2005

Giving a voice to people with health problems and underrepresented groups:

Your Voice

WHO: Your Voice was set up 25 years ago as Inverclyde Community Care Forum, working with older people and carers. It has developed into the Your Voice network which works to ensure that the widest possible range of people in Inverclyde have the opportunity to be involved in community engagement and consultation processes.

WHAT: Your Voice works to ensure that people with health problems and underrepresented groups are accepted, supported and have the resources to fulfil their potential. Its areas of work include carers; physical disabilities; children and young people; older people; mental health and wellbeing; secondary care; long term conditions; homelessness; disabilities learning; addictions and recovery; healthier lifestyles and health inequalities; and adult protection.

Your Voice is a recognised engagement partner for the Health and Social Care Partnership (HSCP) and supports an Advisory Group which provides public representation on the new Integration Joint Board. The role of staff is to identify needs and gaps, and to support people to speak, not do so themselves.

Primarily, Your Voice enables the voice of local people to be heard, by supporting them to speak up and get involved, building their skills and knowledge and working to ensure that service providers listen. It supports groups affected by e.g. Parkinson's or stroke to speak for themselves. It has helped people to shape a wide range of local and national services, from supporting a successful Elderly Council campaign on the siting of bus stops, drawing attention to a lack of chairs with arm rests in health centres or helping to compile a Hospital Discharge Booklet, to influencing the redesign of a hospital building and the Mental Health Strategy for Scotland.

HOW: Core funding comes from the HSCP for three staff, who see themselves primarily as community engagement workers. The Big Lottery Fund supports a programme of activities for getting and staying active in later life.

Staff organise peer support for people who may be isolated or ill. People gain the confidence to either join Peer Support Groups, or, when they feel able and are trained, join the People Involvement Network and be supported to take part in decision making and advisory groups up to Scottish Parliament level.

WEBSITE: <http://yourvoice.org.uk/> Education Scotland case study: <https://education.gov.scot/improvement/Pages/cld3peersupportandcommunityinvolvementininverclyde.aspx>



... addressing many issues

“Communities have a unique and crucial role in creating a sustainable, low-carbon future... Community development is at the heart of this work, as the local community ultimately are the people who have the knowledge of what is needed, have the commitment and long-term interest, and will feel the long-term benefits of local environmental action. As communities develop and become more inclusive and empowered, and encourage participation and entrepreneurship/partnership, environmental action thrives.”

SCOTTISH COMMUNITIES CLIMATE ACTION NETWORK

“Adult education can support community members to come together to take collective action and generate solutions to common problems. It can offer the support community members require to engage in community development, for example literacy and numeracy support, confidence building and capacity building skills. It can act as a means of engaging those traditionally not likely to participate in community activities by offering a route ... where individuals can build networks and feel connected to the community around them.”

LEARNING LINK SCOTLAND

“All of our work is informed by the principles of community development. ... We aim to develop local capacity, skills and knowledge to enable community organisations to continue this co-production approach after we have completed our involvement. We also work with councils, agencies etc. supporting them to work more effectively in collaboration with communities.”

GREENSPACE SCOTLAND



Mutual help for people leaving prison: Aid & Abet

WHO: Scottish Churches Housing Action (SCHA) is a charitable company whose members are the main Christian denominations. One of its aims is to develop responses to homelessness. The Aid & Abet project grew out of this work. Unlike other projects it is not based around the work of local churches. It is a peer-led project, mentoring people who are leaving prison and expecting to live in Edinburgh and the Lothians (men and women).

WHAT: Aid & Abet brings together an active and committed group of people who have been through offending, prison and addiction, who both provide the service and help to run it.

The key to the mentoring approach is to visit people pre-release, be there when they leave prison and stick with them for the first couple of days, offering practical help e.g. with benefit claims and housing applications. Mentors then follow up if needed and try to keep in touch. Crucially, they are a point of contact whenever it is needed. The experience of the mentors is crucial to their credibility, but their training helps them to recognise when they need to pass a case on to someone with specialised skills.

They now have 11 accredited mentors (staff and volunteers). Although a clean record for one year is required before training, one former service user has already been trained.

It has been difficult to get statistical material for evaluation, but there are many very positive stories to tell.

HOW: SCHA normally has a community development focus, bringing people together and leaving behind viable groups. For Aid and Abet the emphasis has also

been on group building, with SCHA support offered on condition that people agreed to meet regularly.

The idea began with an SCHA employee who was an ex-long term prisoner and did personal mentoring for others. Contacting people through a recovery group, 15 came to an initial meeting. The service has grown to have seven paid part time mentors, all with a history of prison and addictions, in addition to volunteers.

Funding came from Trusts, then a partnership with Police Scotland, who had previously found difficulty getting engagement in mentoring. Aid & Abet is now incorporated as a SCIO in its own right.

WEBSITES: <http://www.aidnabet.org/>
<http://www.churches-housing.org/>



... addressing many issues

“We work to empower individuals and communities across Scotland providing knowledge and skills to influence the places where they live and work. We do this through supporting people to engage in the decision making process in an impartial, open and inclusive approach, reaching out to many who do not readily engage.”

PAS (FORMERLY PLANNING AID SCOTLAND)

“We contribute to community development in a range of ways. We consult communities to gather views, which influence the work we do in managing forests, land, and buildings. Communities get involved through projects and activities, working on their own initiative or ... in partnership with us. Finally we have experience in transferring assets to communities, which will continue through our revised Community Asset Transfer Scheme in response to the Community Empowerment Act.”

FOREST ENTERPRISE SCOTLAND

“We recognise that often housing issues are only part of the challenges faced by communities. Our work is wider than houses and homes. For example we have worked with tenants and landlords in remote rural and island communities on projects around rural fuel poverty, youth homelessness, and, through community capacity building, working with communities to improve services and access to them.”

TENANT PARTICIPATION ADVISORY SERVICE

“Our organisations operate in many of Scotland’s most disadvantaged communities. They work with communities to tackle the issues that result in increased health inequalities. They establish real partnerships for improvement with local agencies and groups; they enable community action; they encourage and support community leaders and they improve the quality of life of individuals and families”.

SCOTTISH COMMUNITIES FOR HEALTH AND WELLBEING (SCHW)

Community action to reduce poverty: £20 More

WHO: Comas is a 'social innovation organisation', with a record of demonstration projects such as the Serenity Café, which works with a recovery community. It uses community development approaches. This may involve identifying an issue and working with a community to shape solutions. In time, new issues emerge. Volunteers, peer supporters and staff make decisions in an informal structure.

The 20 More project in Dumbiedykes, Edinburgh, was developed with residents who used the nearby Café. The area is half social housing and half now privately owned, with many flats rented out. It is home to students and new migrants, and 1 in 4 people are on benefits.

The project set out with the goal of making each household £20 a week better off, and thus making people happier and healthier.

WHAT: A community shop was established in the estate, open 7 days a week selling furniture, clothes, and food. People can buy small quantities of the things they need at wholesale prices, get donated clothing at £1 per item, and have their benefits checked by a welfare rights worker. 1.5 staff run the project, with 25 local volunteers helping in different ways, from running the shop to craft workshops.

The shop is the base for a wide variety of learning and activities, such as a community garden. Comas' philosophy is "whatever it takes": community members are supported with a wide range of needs, from mental illness to housing, debt and learning languages. Another project 'Tower Power' buys cheaper electricity.

To date approximately 1 in 3 local households are estimated to have made a saving – totalling over £100,000. Some households are as much as £250 better off.

HOW: Funding comes mainly from charitable trusts and social enterprise activities, with help from local companies. The Community Shop enables visibility and practical solutions. But Comas tries not to wait for people to come to them. When funding permits they knock on the doors in the estate. They believe that many poverty initiatives focus on only one aspect of the problem, meaning that relationships with the community are limited to that issue. Comas takes a 'Bolt On approach', building on the first response as trust builds and they learn more about what people need.

WEBSITE: <https://www.comas.org.uk/>



... achieved in different ways

"...Community Development work in CLD focuses on building the capacity of communities to meet their own needs, engaging with and influencing decision makers."

COMMUNITY LEARNING AND DEVELOPMENT MANAGERS SCOTLAND

"...It would be great if newer/early stage organisations could always access local community development support ... As development trusts mature the overwhelming majority seek to build their capacity through employment of their own staff (community development from within). As trusts grow into the community anchor role, some are in turn able to provide community development support to smaller groups."

DEVELOPMENT TRUSTS ASSOCIATION SCOTLAND

"...Community development processes have a key role to play in co creating the environment for a growth in volunteer activity. Dialogue with local people about what they value, and what they want to act upon are essential elements for increasing voluntary participation in Scotland."

VOLUNTEER SCOTLAND

"Community development is about local people making change happen themselves. Those people need support. Our role is to provide them with opportunities to come together and learn from each other, developing the skills, tools and confidence they need to make change happen. ... Our role is to empower local people to do extraordinary things."

SOCIAL ENTERPRISE ACADEMY

Participatory Budgeting with young people: North Ayrshire

WHO: Participatory Budgeting (PB) is a way for local people to have a direct say in how public money can be spent which is growing worldwide. It can involve either participatory grant making or local involvement in decisions on mainstream Investment.

The Scottish Government currently supports PB through Community Choices funding, which matches local contributions. North Ayrshire Council already had a local Youth Action Fund and an active 'Youth Bank' group supported by council youth and community workers.

WHAT: The Council experimented with using a PB approach to deciding how the Action Fund should be spent. But initial results were disappointing. Funds were not fully spent, and only youth groups already in contact with the team got involved.

For Phase 2, they started again from scratch. They aimed to reach out to young people where they were, and offer on-line participation as standard. Using Community Choices and the local funds, £61,804 was offered across all six localities in the area.

Applications for funding were sought and 130 were received. All projects had to bring benefits to young people aged 11-25 and could receive funding up to £1,500. Local Youth Councils were supported to create a shortlist of 69 projects.

Everyone aged 11 to 25 in North Ayrshire was eligible to vote using the single transferable vote. (They could use their Young Scot National Entitlement Card to register -earning rewards, or obtain a temporary number if needed). An online vote was set up for each locality. Voting was open for a week and could be accessed at school or at home. Results were announced online through social media. 5,084 votes were cast and 47 projects were supported, including sports clubs, film groups, 'diversionary' Youth Work, an LGBT+ Group and a Mental Health Toolkit for schools.

HOW: The work was led by the successful Youth Councils, in partnership with council Youth Services and the national Young Scot programme. Each school has a linked council community worker, and workers offered support to groups and schools to get involved, complete applications and promote the online vote. Voting events were held in secondary schools, supported by youth work staff, in youth groups, special schools and units, and the local College.

WEBSITES: N Ayrshire: <http://www.north-ayrshire.gov.uk/news/Young-People-take-Participatory-Budgeting-Lead.aspx> PB Scotland: <https://pbscotland.scot/>



... promoting equality, justice and democracy

“Our aim is to work with others to enable communities and individuals to tackle poverty ... enhancing the participation of people with direct experience of poverty in policy development processes, and addressing attitudes to poverty.”

POVERTY ALLIANCE

“We believe in the social model of disability and that a community development approach is the best way for us to achieve access, equality and citizenship for deaf people.”

SCOTTISH COUNCIL ON DEAFNESS

“Our vision is of strong, safe, sustainable and creative, communities across Scotland; establishing refugee communities who have a sense of belonging and the skills to fully participate in influencing policy and practice.

We see community development as essential in achieving this as it recognises and supports the development of strengths, skills and assets within communities...”

SCOTTISH REFUGEE COUNCIL

“We carry out projects that seek to advance participatory and deliberative democracy ... community development is a central dimension in this democratic renewal agenda.”

CITIZEN PARTICIPATION NETWORK



Working together to develop a rural community:

Here We Are

WHO: Cairndow is a community of about 200 people around the head of Loch Fyne, Argyll. Several decades ago most people worked on the local estate, but since then there has been a constant need to diversify the economy and retain population (around 25% of homes are holiday lets). 'Here We Are' (HWA) is a charitable company and Development Trust, founded by a prominent local figure, with an active committee of 9-10 local residents. Its activities are based in and around the centre that it opened in 2001, next to the well-known Loch Fyne Oysters on the main road outside the village.

The centre is not a Tourist Information Centre nor purely a community centre, but an unusual hybrid, with displays and activities which show visitors that there is a community around them and which bring that community together and lead to action.

WHAT: At the core of the work is a series of exhibitions about the area's past, present and future, all based on the efforts, donations of materials etc. of local people. Other activities have been added in the centre. Some of the public services contributions have not proved to be sustainable – spells as a base for Argyll College and as an Argyll & Bute Council service

point have ended. But after a fight to save the local Post Office service the centre now provides a part time PO. A new small aquarium has recently opened.

Other social enterprise activities have aimed to provide both project income and local employment. A subsidiary supplies biomass for heating water to businesses including a salmon hatchery, helped by HWA's having taken ownership of a local woodland. A quarter share in a hydro power scheme provides some income.

In 2014/15 Cairndow Community Council and HWA agreed to a joint approach to the development of a Community Plan. HWA staff and volunteers put out a survey, hosted meetings, and drafted a plan.

HOW: HWA aims to “facilitate interaction between our local community and visitors by encouraging the local community to appreciate itself”. The centre and associated enterprises employ six staff. There is no core funding, only project funding, enterprise income and help e.g. on history projects from Scottish universities.

WEBSITE: <http://www.hereweare-uk.com/>



What does this show us?

These examples of community action show that building stronger communities can be hard work, and a long term process requiring the building of trust and confidence. A strong community group enables a community to choose its own priorities and therefore needs to be autonomous and controlled by the community, and not be linked too closely to the priorities of any one service or funder. It keeps going even if policy and funding changes around it. But when things fall into place, ideas and actions can spring up quickly and sometimes unexpectedly.



Need for common vision and commitment

Our quotations from CDAS members give a sample of the wide range of people who support community development and the reasons they have for doing so. CDAS believes that we need to harness this potential through a common commitment, across public services, to community development as a shared task.

Key elements should include:

- being clear that communities develop independently and set their own priorities, and public services can work in partnership with them
 - acknowledging the importance of skilled, value-based community work being done when required
 - clear arrangements for local planning, resource sharing and action to enable community development
- effective implementation of the Community Empowerment (Scotland) Act, with support to groups and areas that might be excluded
 - strong local government, devolving decisions from national and local levels as close to communities as possible
 - resources set aside to delivering outcomes through community-led action, with a proportion of these going to building up the capacity for that action.



Who we are

Community Development Alliance Scotland (CDAS) is the independent network of national organisations that support the principles of community development.

All its members may not necessarily share all of the views expressed in this publication

Current CDAS members are: Age Scotland; Alcohol Focus Scotland; Big Lottery Fund Scotland; Business Improvement Districts Scotland; Black & Ethnic Minority Infrastructure Scotland; British Red Cross; CADISPA Trust; Care Inspectorate; Carnegie UK Trust; Chartered Institute of Housing Scotland; Children in Scotland; Citizen Participation Network; Citizens Advice Scotland; CLD Standards Council for Scotland; CLD Managers Scotland; College Development Network; Comas; Community Food and Health Scotland; Community Health Exchange; Community Resources Network Scotland; Community Transport Association; COSLA; Council of Ethnic Minority Voluntary Sector Organisations; Democratic Society; Development Trusts Association; Eden Communities; Electoral Reform Society; Equality and Human Rights Commission; Equality Network; European Community Development Network; Evaluation Support Scotland; Faith in Community Scotland; Fathers Network Scotland; Federation of City Farms and Community Gardens; Forest Enterprise Scotland; Foundation Scotland; Generations Working Together; Greenspace Scotland; Health and Social Care Alliance Scotland; Highlands and Islands Enterprise; IACD; Improvement Hub, Healthcare Improvement Scotland; Improvement Service; Includem; Inclusion Scotland; Institute for Research and Innovation in Social Services; International Futures Forum; Involve; Learning for Sustainability Scotland; Learning Link Scotland; Life Changes Trust; Lloyds TSB Foundation for Scotland; Oxfam Scotland; PAS; Planning Democracy; Poverty Alliance; Resilient Scotland; Scotland's Learning Partnership; Scotland's Rural College Rural Society Team; Scotland's Towns Partnership; Scottish Churches Housing Action; Scottish Communities Climate Action Network; Scottish Communities for Health and Wellbeing; Scottish Community Development Centre; Scottish Community Development Network; Scottish Community Mediation Centre; Scottish Community Safety Network; Scottish Coproduction Network; Scottish Council on Deafness; Scottish Council for Voluntary Organisations; Scottish Environment Protection Agency; Scottish Families Affected by Alcohol & Drugs; Scottish Federation of Housing Associations; Scottish Human Rights Commission; Scottish Natural Heritage; Scottish Recovery Network; Scottish Refugee Council; Scottish Social Services Council; Scottish Trades Union Congress; See Me Scotland; Social Enterprise Academy; Social Firms Scotland; SOLACE Scotland; SURF; Tenants Information Service; Tenant Participation Advisory Service; Voluntary Action Scotland; Voluntary Arts Scotland; Volunteer Scotland; WEA Scotland; Wellbeing Alliance; The Wise Group; Xchange Scotland; Youthlink Scotland; Youth Scotland

Observer organisations: Disclosure Scotland; Education Scotland; NHS Health Scotland; OSCR; Scottish Government (Community Safety Unit, (Health & Social Care, Public Bodies and Public Service Reform, Regeneration)

Find out more

For more information on CDAS and a wide range of links to information about policy, practice and research and to practical resources, on community development and many of the issues that it tackles, go to:

www.communitydevelopmentalliancescotland.org

There you will also find the full range of the comments by our members on the importance of community development, and links to their websites.

Other places to go are:

The Scottish Community Development Centre (SCDC), the national body that supports best practice in community development **<http://www.scdc.org.uk/>**

The Scottish Community Development Network (SCDN), a network that individual workers and volunteers can join **<http://www.scdn.scot/>**

The Scottish Government's information on 'Community Empowerment and Engagement' **<http://www.gov.scot/Topics/People/engage>**

The Community Learning and Development Standards Council for Scotland, which promotes professional competences and ethics in the field **<http://cldstandardscouncil.org.uk/>**

The International Association for Community Development (IACD), bringing together worldwide members (with a Scottish base) **<http://www.iacdglobal.org>**

European Community Development Network (EUCDN) **<http://eucdn.net/>**

CDAS is a Registered Scottish Charity SC038638

This booklet has been produced with financial support
from the Scottish Government.

Design by www.graphics.coop

