



Job Description:

Community Development Worker

- Hours:** 28 hours per week. Must be flexible and be available for occasional work outside of usual work hours.
- Salary:** £29,349 pro rata (depending on successful completion of the Probationary Period). For the hours, this would work out at £23,479.20 annually. Point 7 on BDEF Pay Policy.
- Purpose:** To apply [community development](#) values and principles to empower Disabled people to identify, develop and mobilise their skills, knowledge and resources, to have greater control over their own lives.
- Reports to:** Director of BDEF.
- Based at:** Chelsea Room, Easton Community Centre, Kilburn Street, Easton, Bristol, BS5 6AW. However, we support flexible working arrangements and hybrid working as we are committed to supporting our workers to meet their needs. If this is relevant for you, this can be discussed.
- Contract:** This is a permanent contract and long-term employment is anticipated, funding for this post is only currently guaranteed until March 2027. We will be seeking further additional funding.

We have added links to the definition of any jargon words we have used. As an organisation, we also use [Social Model Identity First language](#) such as 'Disabled people' and 'impairments'.

If you would like to ask any questions about this role, contact
info@bristoldef.org.uk



Community Development

This role is to create opportunities and take action to build stronger Disabled people's communities and organisations in Bristol and surrounding areas.

It will also be to address the [inequality](#), [inequity](#), disadvantage, poverty and [marginalisation](#) of Disabled people by facilitating their [empowerment](#), active citizenship, community participation and learning. Also supporting them to take action for themselves, ensuring that the right tools are available to enable them to develop long term resilience.

This role will also aim to raise awareness of, facilitate and celebrate [the Social Model of Disability](#), to build empowered, resourceful communities where everyone is welcome and included.

The main duties will include:

1. Through an [asset-based community development approach](#), to work alongside other Disabled people and their organisations to make connections, build conversations and increase opportunities for interaction, participation and social action.
2. To work with the Director of BDEF to support new or smaller Disabled people's groups to develop and become self-sustaining.
3. To expand BDEF's membership base, and the Disabled people's movement generally, to include a wider range of Disabled people, taking positive action to address [intersectionality](#).
4. To make sure that the right range of support available is accessible and that people with the widest range of impairments and differences are included.
5. To develop communication with BDEF members through a range of accessible methods (including social media, newsletter and in person and on-line meetings), so that their views can be gathered and fed back to decision makers.

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6. To encourage and facilitate the exchange of experience, good ideas and learning across the city which in turn builds positive connections and familiarity between communities.

7. To implement BDEF's Equality, Diversity and Inclusion policy and to develop and share anti-discriminatory practice and to challenge any systemic [oppression](#), discrimination, prejudice and stereotyping amongst Disabled people and in other organisations.

8. To develop a range of training and other development opportunities to enable Disabled people to take up leadership and volunteering opportunities in the community and in other Disabled people's organisations.

9. To develop the tools to support Disabled people to become more empowered and included in different communities, and to help them to feel safe and confident.

10. To work within BDEF's safeguarding policies and to develop best practice in [safeguarding](#) and supporting adults at risk.

Any other tasks corresponding with the post, as required. Whilst this summary is detailed, it does not necessarily specify every task or activity required to achieve these outcomes.

General Accountabilities:

So far as reasonably practicable, the post-holder must promote safe working practices with regard to both themselves, volunteers and anyone else in the office or at meetings.

Work within the Codes of Conduct, Constitution and all other policies of BDEF.

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BDEF CIO (Bristol Disability Equality Forum)

April 2025



Make sure that output and outcomes (quality of work) are of a high standard and comply with current standards.

Undertake any other duties, determined by the Director and trustees, as required.

Context:

BDEF is a voluntary sector charity of, and for, all Disabled people who live, work or study in the Bristol area. It seeks to engage with Disabled people in the Bristol area in identifying and addressing equalities issues of concern to both our existing and potential members.

Key contacts:

This post will involve working effectively with and for the benefit of –

- BDEF Director
- BDEF Chair and trustees
- Other BDEF staff
- BDEF membership
- partner organisations

as directed by BDEF's Director.

Deadline:

Please return the application (in whatever form you choose) by 5pm on Friday 30th May.

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