

Person Specification:

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

Community Development Worker

If you are interested in creating opportunities and taking action to build stronger Disabled people's communities, we'd like to meet you.

To apply, you should identify as a Disabled person according to the Social Model of Disability. Find the definition we use [here](#).

The person should have:

- Demonstrated experience of working in and with communities. This could be through paid work or through volunteering among others.
- Awareness of [asset-based community development](#) (ABCD) and how to bring it into your work.
- A good understanding of Disability Equality and the [Social Model of Disability](#), including a good understanding of the barriers that Disabled people face in society.
- A good understanding of what Equality, Diversity and Inclusion means and looks like, including anti racist and anti-discriminatory, in practice.
- A good understanding of using programs under Microsoft 365 i.e. Microsoft Word, PowerPoint, Excel among others.
- A good understanding of accessible communication and experience of using social media.
- Good time-management and organisational skills.
- Good understanding of safeguarding and how to keep adults at risk safe.
- An understanding of [GDPR](#) and how to keep things confidential.

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

- Confidence in communicating with people in person, over email and by phone.

The person could have:

- Experience of being part of the Disabled People's Movement
- Established contacts or networks in Bristol communities or Community and Voluntary Sector (CVS)
- Accessible communication training i.e. Easy Read, BSL

If you do not feel like you meet all of the criteria but meet some, we would still love to hear from you.

We particularly encourage people with [intersectional](#) experiences to get in touch, including but not limited to:

- Disabled women, non-binary, trans or gender fluid individuals.
- Disabled people from racially minoritised communities.
- Those with mental health challenges or who are learning Disabled.
- Disabled people who identify as LGBTQIA+.
- Disabled people with lived understanding of refugee or asylum experiences and/or systems (although must now have right to work in UK).
- Disabled people who have lived experience of gendered violence.
- People with a range of impairments or health conditions.
- Any other Disabled individuals with lived experience of multiple marginalisations.

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