

CREDS

Name of the organisation :	Cambridgeshire Race Equality and Diversity Service (CREDS)	
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Name of the contact person :	Mahbubur Rahman	
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Type of organisation:

SME School University Public Authority
 Training No Profit NGO

Other (Specify)

Fields of action :

SMEs Youth Universities Public Authorities
 Equal opportunities Schools X Unemployed

Other (Specify)

Description of the organisation

Cambridgeshire Race Equality and Diversity Service (CREDS) is a functional component of the Directorate of Learning which is located within the Office of People and Communities, Cambridgeshire County Council.

CREDS aim to increase levels of achievement and participation of Black, Minority Ethnic (BME), Gypsy, Roma and Traveller children, young people and families, including those who have English as an additional

language (EAL).

We provide support, training and resources to schools, settings, families and communities. We work with schools, settings, parents/ carers, communities and other partners to support narrowing the attainment gaps for Black and Minority Ethnic (BME) and Gypsy, Roma and Traveller (GRT) children and young people, including EAL learners.

CREDS offer professional development and training to schools and other local authority (LA) organisations on:

- Race Equality and Cultural Diversity
- Developing cultural competence
- Meeting Equality duties and creating an inclusive school
- Preventing and challenging prejudice-related behaviour, stereotyping including Islamophobia, gender phobia, homophobia, biphobia and transgender phobia (HBT)
- Whole school strategies for narrowing the gap and raising ethnic minority achievement
- Developing a culturally inclusive curriculum
- English as an additional language to parents
- Community engagement and fostering good relations
- Preventing and tackling racism and racist bullying
- Cultural awareness, including Gypsy, Roma and Traveller cultures

In addition, CREDS offer

Direct time-limited support for newly arrived pupils/students
EAL support to students who speak languages other than English

CREDS also supports schools in developing policies, procedures and good practice in preventing, dealing with, recording and reporting racist, HBT and other prejudice-related incidents.

CREDS staff

1 Service Manager, 2 Team Co-ordinators, 1 EU Project Co-ordinator, 5 Advisory Teachers, 6 Bilingual Support Officers (BSO), 3 HSLOs for GRT communities, 2 GRT/Roma Teaching Assistants, 1 Business Support officer, 1 Business Support assistant + 22 Relief Bilingual Teaching Assistants

Experience of the organization in previous European projects

CREDS has experience of coordinating a Comenius multilateral project, coordinating 3 Comenius Regio projects and participating in a Comenius Multilateral project as a partner.

Experience and Expertise of the organization in the project's subject area

CREDS has extensive experience of increasing the capacity of teachers through professional development training in the area of cultural and religious diversity and cultural competence of teachers

Contributions that can be provided to the project

- Involvement of schools in the project and identification of the teachers who work on the research and creation of the project materials
- to the IOs

- to production of a guide for secondary teachers
- preparation of materials for the interactive web-based map of religious sites
- to an online training course on religious traditions

Reasons of involvement in the project

CREDS has experience in this area of work and will be able to make significant contributions in producing the IOs.

Contact Person's Experience and Expertise

The project coordinator has extensive experience in research, adult teaching, European project planning and management (Comenius Multilateral and Regio projects), skills in developing partnerships, project implementation and meeting targets, financial analysis, proposal writing, liaising with donors, staff appraisal/performance management, interpreting numerical data, management and strategic planning and training.