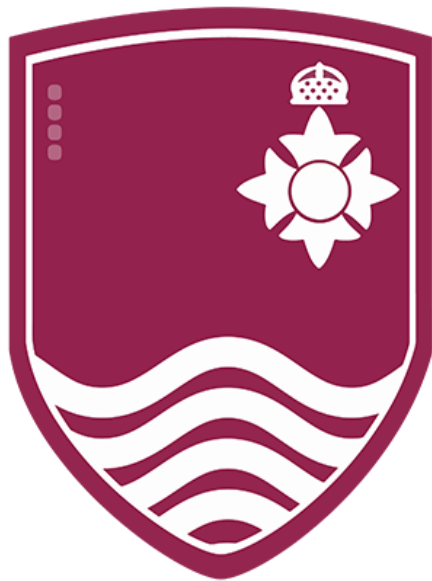


Pupil Support Services



**Dame Elizabeth
Cadbury School**

A guide for parents & carers about how Dame Elizabeth Cadbury School supports pupils with their mental health, wellbeing and overcoming barriers to their learning, progress and personal development.

Introduction and Contents



At Dame Elizabeth Cadbury School, wellbeing of all pupils is our primary focus, and our vision is to enable all pupils to maximise their potential both academically and socially. We are committed to building successful, resilient and confident individuals, providing pupils with the knowledge, skills and enriching opportunities to thrive in their chosen career path and make informed contributions to modern society.

Pupil Support Services are essential in helping students navigate the complexities of school life. They ensure that no student is left behind due to academic, emotional, or social challenges. By fostering an environment of care, inclusivity, and individualised attention, these services contribute significantly to both the immediate and long-term success of students, preparing them for life beyond school.

Mr J Till
Headteacher

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What are DEC Pupil Support Services?

'Pupil Support Services' is the umbrella term for a range of services provided to help students achieve success in school and address any barriers to learning or personal development. These services are designed to support students' academic, social, emotional, and behavioral needs. At Dame Elizabeth Cadbury, our aim is to create a supportive and inclusive environment where all students can thrive.

Pupil Support Services support pupils to reach their full potential by:

1. Addressing barriers to learning caused by poor mental health and wellbeing.

We are increasingly aware of the mental health challenges facing students, such as anxiety, depression, or stress. Pupil support services, including SWISS (our social worker team in school) and mental health professional, offer a safe space for students to talk about their problems, manage emotions, and develop coping strategies.

2. Promoting academic success through individualised pupil support

3. Working strategically alongside the SEND and safeguarding teams

We ensure our high-quality interventions complement and run seamlessly alongside other provision within school

4. Enhancing pupils social and emotional development

Support services help students develop important life skills such as effective communication, teamwork, and conflict resolution. These are essential for their success both within the school environment and in the wider world. Intervention programmes are also designed to boost students' self-esteem, address bullying, or provide mentorship. These can help build their confidence, which, in turn, can improve academic performance and overall wellbeing.

5. Fostering inclusivity and diversity through cultural sensitivity

Pupil support services are instrumental in creating an inclusive environment that respects and celebrates diversity. Offering programmes that address issues such as racism, discrimination, and cultural understanding, schools help students from all backgrounds feel safe and supported

6. Engaging Families

Pupil support services include collaboration with families, ensuring that parents and caregivers are involved in their child's education and wellbeing. This partnership strengthens the support system around the student and contributes to their success.

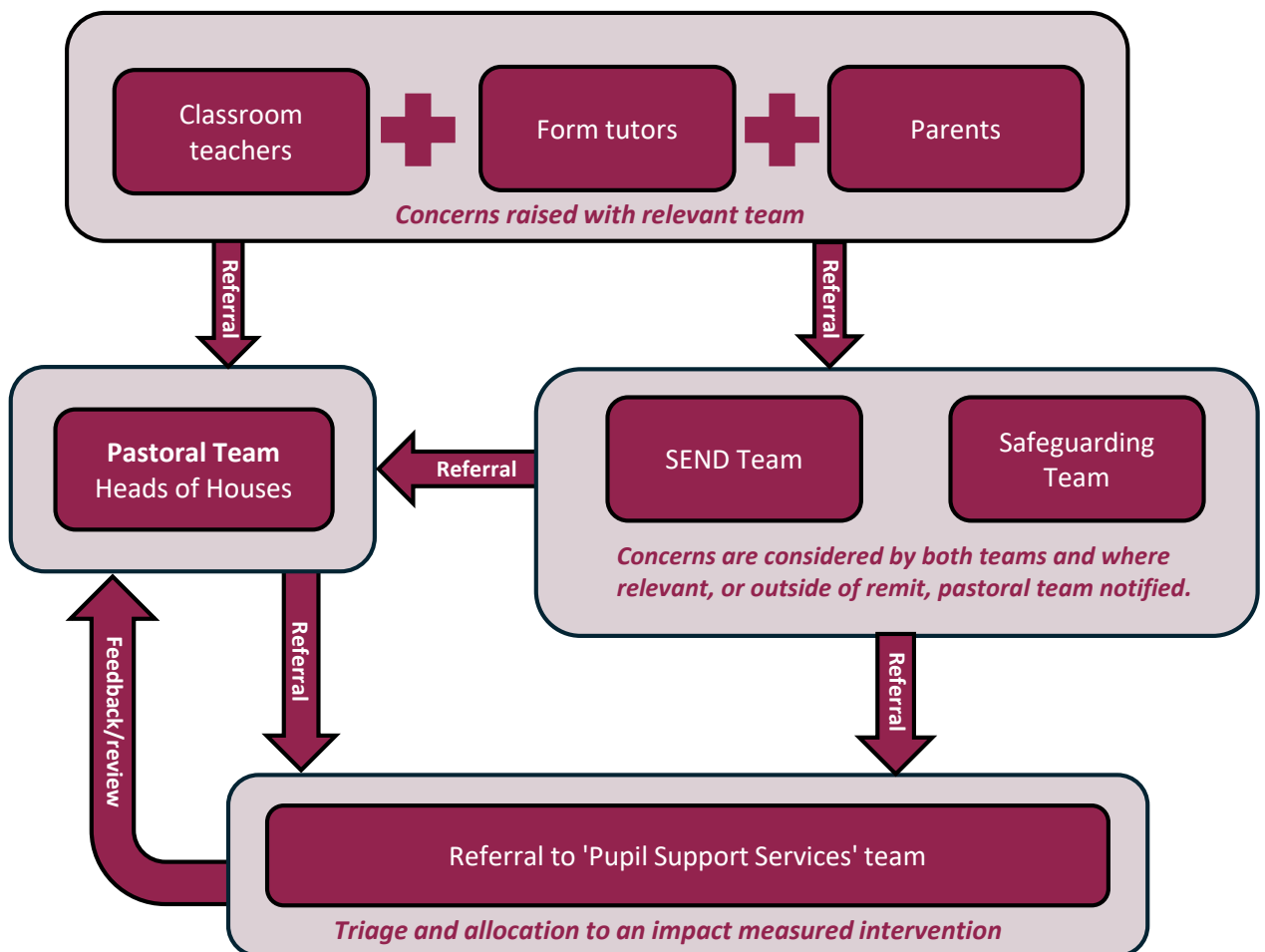
7. Using a coordinated approach with external professionals

Schools often work with other professionals (social workers, healthcare providers, or community services) to provide a comprehensive support network for students, ensuring that all their needs are met.

How are pupil needs identified at school?

All Dame Elizabeth Cadbury (DEC) staff have a responsibility to identify and mitigate barriers to learning, whatever their role. Within DEC we have a clear process for identification of such concerns, which runs parallel to the referral process for SEND and safeguarding.

Our Pastoral Team are pivotal in this process and are the gatekeepers of the wellbeing of our pupils. Our Heads of Houses understand that early intervention can prevent issues from escalating and help students receive the support they need before problems become more difficult to address.



Parents can also help us to identify areas where their child may require extra support.

As a parent, how do I seek support for my child?

At Dame Elizabeth Cadbury we believe parent support is foundational for a child's academic success, emotional well-being, and social development. When parents work in partnership with teachers and the wider school community, they create an environment that promotes holistic growth, ensuring that pupils receive the attention, encouragement, and resources needed to thrive. We will keep you informed at each step of the way.

How do I contact the school?

As parents, you are often best placed to notice the emerging needs of your child and will no doubt want to liaise with us to seek support. Contacting your child's Head of House is the first step. Your child's Head of House is your main point of contact within school and the person who know the most about your child.

Contacting the Head of House is beneficial because they can provide:

- **Personalised support:** The Head of House often has direct knowledge of your child's well-being, progress and behaviour. They can provide targeted support or advice based on your child's specific needs.
- **Clear lines of communication:** They can serve as a liaison between you and any other staff members to ensure a coordinated approach to your child's needs.
- **Early intervention:** Reaching out to the Head of House early on can help prevent minor concerns from escalating and allows for early intervention strategies.

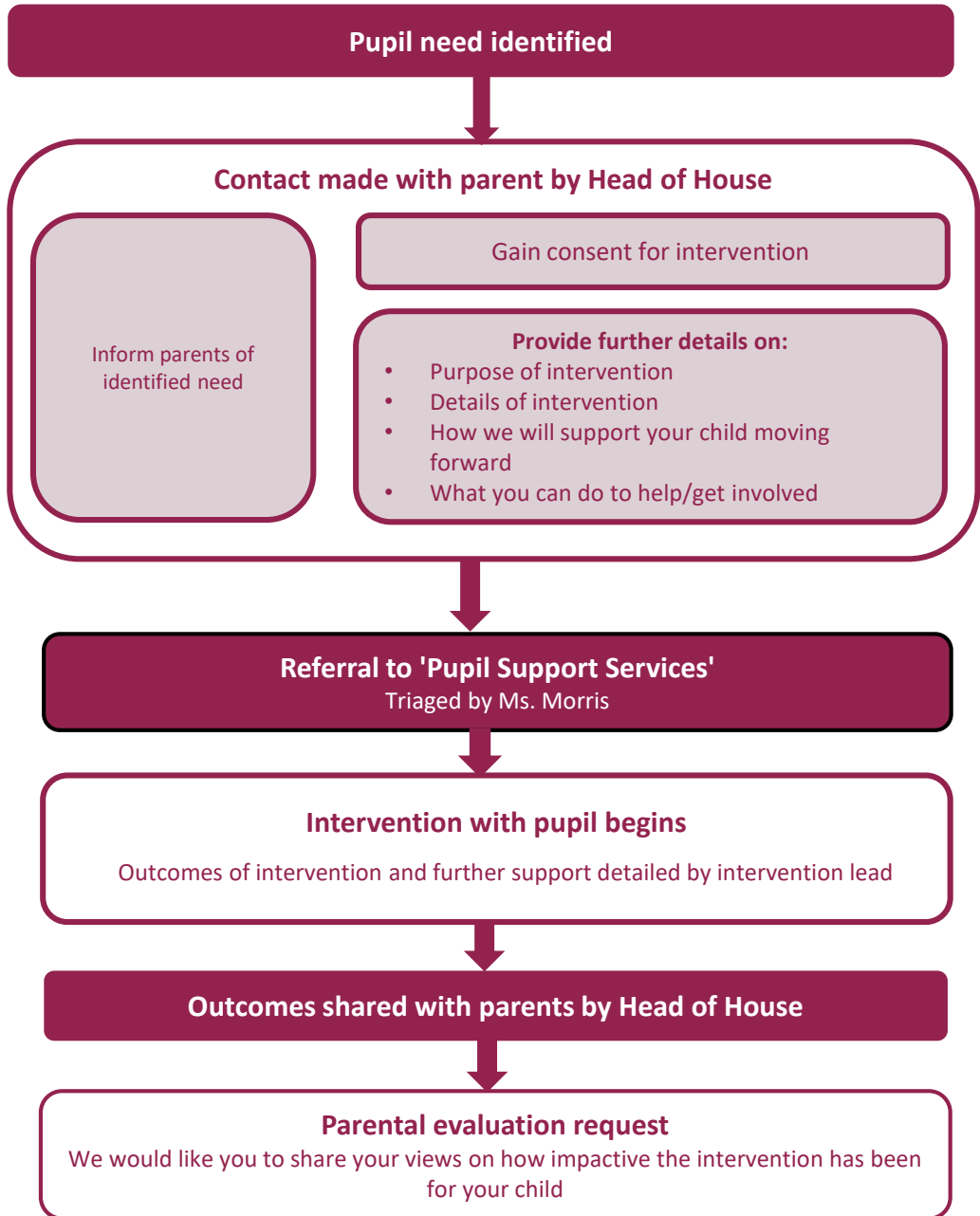


How do I go about reporting my concern?

If you're unsure of how to approach the Head of House about an issue with your child, it's often a good idea to start with a clear description of the issue and what kind of support you are hoping for. You can typically contact them by their emails or through the main phone line. We also offer parent meetings or appointments which can be booked through the House Personal Assistants.

Parent communication process

When we identify that your child requires extra support, we will communicate with you in the following way.



Who are the Pupil Support Services team?

Heads of Houses



**Ms. Faulkner
Durham**



**Ms. Britt
Exeter**



**Mr. Smith
York**



**Mr. Canning England
Warwick**

Heads of House are key members of staff who are responsible for referring pupils into 'Pupil intervention services'. Head of House have an in-depth understanding of the pupils in their House which means as well as having an overall idea of trends in behaviour and the individualised context behind it.



Ms. Morris

(Designated Safeguarding Lead and

SWISS/Mental Health Lead/Intervention Triage)

As well as leading on safeguarding within school,

Ms. Morris is responsible for signposting pupils requiring support to the correct interventions.

Ms. Morris also oversees the Matrix Trust Social Workers in Schools Project.

Social Workers in Schools SWISS Team



Ms. Fisher (Social Worker)

Ms. Fisher manages a full case load of pupils who may be referred to her for anything from safeguarding to mental health concerns.

Who are the Pupil Support Services team?

Success Centre



Ms Cox (Success Centre Manager)

Our Success Centre is a purpose-built facility within school which supports pupils if, for whatever reason, they cannot access the main school curriculum. It is a base for certain pupils to complete their classwork and access mentoring programmes to support with social, emotional and behavioural difficulties.

Mental Health



Ms Larden (Mental Health Practitioner)

Some pupils require slightly more support with their mental health. Ms Larden provides mental health support, on an appointment basis, to some of our pupils who have been referred to her.

TIGERS Mentoring



Mr Chin (TIGERS Mentor)

Our TIGERS programme is an intervention to support pupils who may struggle around school with behaviour or any social/emotional needs.

The support put into place involves working alongside pupils in order to break down barriers to learning and to help pupils achieve their full potential.

EVOLVE Mentoring



Ms Ahmed (Evolve Mentor)

Our own full time staff member, Ms. Ahmed, is an Evolve Mentor and part of her role is to heal trauma in the classroom by engaging pupils in mentoring and group work to improve learning and development outcomes for all pupils.

Who are the Pupil Support Services (High Priority) Panel?

Under what circumstances would a pupil be referred to the PSS Panel?

A small minority of pupils do not/cannot respond to the graduated tiers of interventions available and therefore cannot successfully remove barriers to their learning. In 'high profile' cases such as this, the Senior Leadership or Heads of House make an urgent referral to the PSS Panel (below), who can make swift whole school decisions in a timely manner to support the child in removing stubborn barriers.



Ms. Shahmiri
(Deputy Headteacher
Personal Development and PSS Lead)



Ms. Morris
(Designated
Safeguarding Lead)



Mr. Bacciochi
(Deputy Headteacher
Pastoral Lead)



Mr. Jevons
(SENDCO)



Ms. Donovan
(Assistant Headteacher
Attendance Lead)

How are parents supported with referrals to external agencies?

When a parent has significant concerns about their child and perhaps requires an extra level of professional support, a referral to a specialist external agency may be appropriate.




Ms. Morris and her team have a wealth of experience of all available services, both locally and nationally. Parents who are seeking guidance are encouraged to contact Ms. Morris who will identify an appropriate external resource and assist in the process of making a referral on your behalf.



Ms. Morris
(Designated Safeguarding Lead)

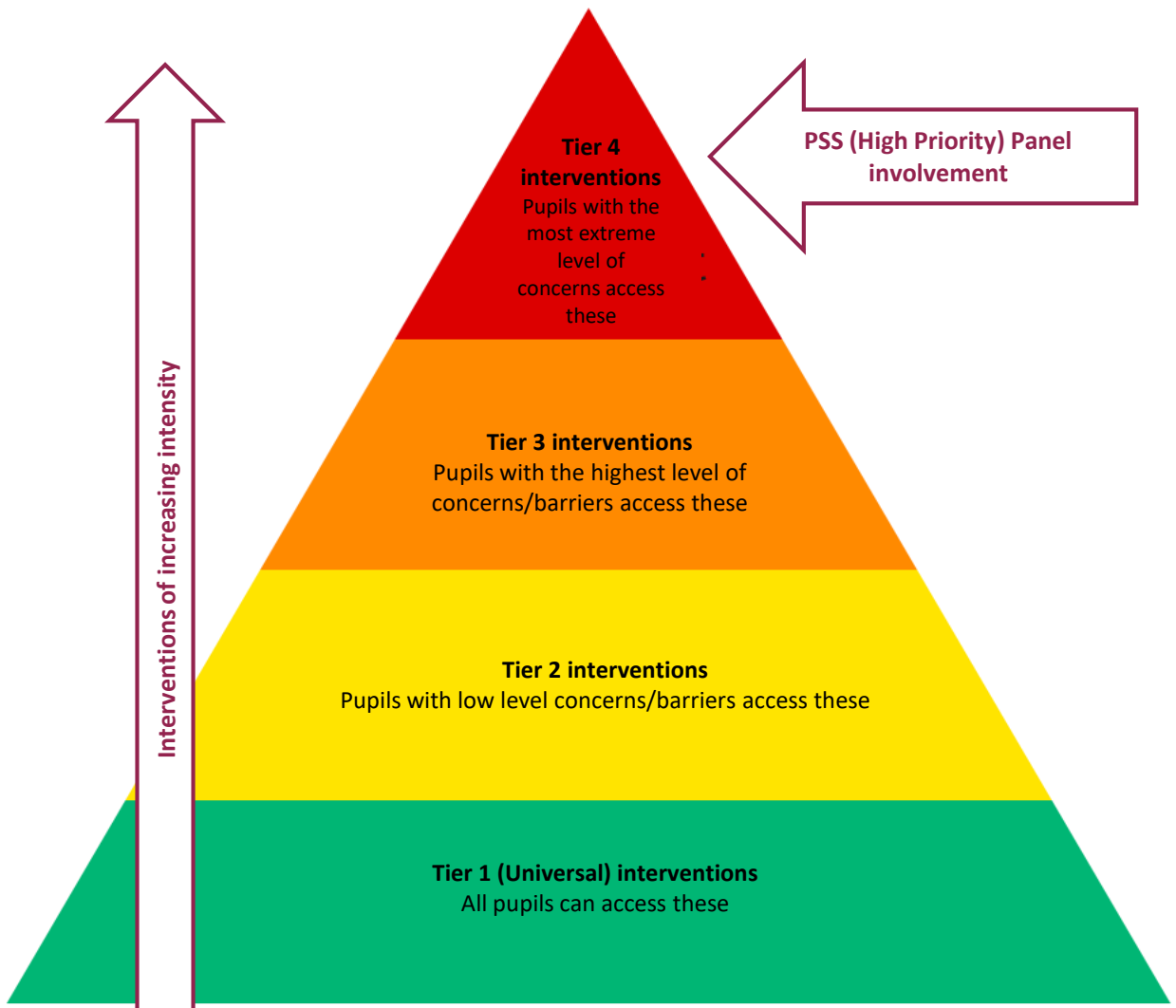
Who are some of the external agencies DEC work with?

The main external agencies which we deal with (although the list is not exhaustive) are found below:

External Agency	
	<p>About Forward Thinking Birmingham - Mental Health Services FTB are a unique, innovative community and inpatient mental health partnership. Alongside their partners, they offer care pathways of mental health assessment and treatment for young people from 0–25-year-old. FTB work with children, young people and young adults who are struggling with their mental health, we aim to involve families/guardians/ carers in their care and treatment wherever possible. https://forwardthinkingbirmingham.nhs.uk/</p>
	<p>Aquarius Charity This service offers specialist tools to support children and young people who use substances or who are affected by a parent or carer’s substance misuse. Aquarius work with everyone based on their needs, interests and aspirations. Support might be offered on a 1:1 basis, between you, your child and a specific Aquarius worker, or it might be in a group activity session. https://aquarius.org.uk/</p>
	<p>Early Help is an approach to providing children and families with support to thrive and reach their full potential. Early Help supports families at the earliest point when they first have challenges, stopping problems from escalating. Early Help is used when threshold is not met for social work intervention, but support is still needed. This intervention is voluntary and is done in partnership with families. When we identify a family in need, we assess using a tool that covers many areas of family life including, education, housing and health. Once completed we have a consultation with the Early Help team and a decision is made to what support they can provide. This is often the support of a Family Support Worker. Family Support Workers can offer parenting support, advice and one to one work with a young person around a variety of topics. Family support workers can also act as advocates for parents and help them access services such as housing and mental health support https://lscpbirmingham.org.uk/working-with-children/early-help/what-is-early-help</p>

Intervention tiers: a graduated approach

At Dame Elizabeth Cadbury, we use a **tiered approach to intervention**. This strategy ensure we provide varying levels of support for pupils based on their individual needs. This approach ensures that interventions are targeted and appropriate, with increasing intensity for those who need more help.



Intervention Menu

<p>Anxiety Management Course (including exam stress)</p> <p>This is a tailored course to help pupils understand and manage their anxiety effectively. This programme provides a supportive and empathetic environment where pupils can explore the nature of anxiety, recognise its symptoms, and learn practical coping strategies. Through interactive activities, mindfulness exercises, and discussions, pupils will gain insights into their anxiety triggers and develop techniques for reducing stress. The course aims to enhance emotional resilience, improve mental well-being, and equip pupils with the tools to handle anxiety-provoking situations with confidence. By the end of the programme, pupils will be better prepared to manage their anxiety and thrive both academically and personally.</p>	<p>Behaviour Modification Course</p> <p>This is designed to assist pupils who struggle with managing their behaviour. This programme provides a structured and supportive environment where pupils can learn about the underlying causes of their behaviour, identify triggers, and develop positive coping strategies. Through interactive activities, role-playing exercises, and personalised support, pupils will gain insights into their behavioural patterns and learn effective techniques for self-regulation and impulse control. The course emphasises the importance of responsibility, empathy, and effective communication, aiming to promote better decision-making and improved relationships. By the end of the program, pupils will be equipped with the skills to manage their behaviour constructively, enhancing their overall school experience and personal development.</p>
<p>Online Safety and Healthy Relationships programme</p> <p>This is designed to educate students about navigating the digital world safely while fostering healthy, respectful relationships. The workshop will cover essential online safety tips, the dynamics of healthy relationships (both online and offline), and how to recognise and respond to unhealthy behaviour.</p>	<p>Anger Management Programme</p> <p>This is designed to help pupils understand and manage their emotions in a healthy and constructive manner. This programme provides a safe and supportive environment where pupils can explore the causes of their anger, learn coping strategies, and develop effective communication skills. Through interactive activities, discussions, and role-playing, pupils will gain insights into their emotional triggers and learn practical techniques to control their responses. The course aims to enhance emotional intelligence, improve interpersonal relationships, and promote a positive school environment. By the end of the program, pupils will be equipped with the tools they need to navigate challenging situations with greater calm and confidence.</p>
<p>Diversity and Equality Act programme</p> <p>This is designed to educate pupils about the importance of diversity, inclusion, and equality within the school community and beyond. This programme provides a respectful and engaging environment where pupils can learn about the principles and legal aspects of the Equality Act. Through discussions and interactive activities, pupils will explore topics such as discrimination, bias, and the value of embracing differences. The course aims to promote empathy, respect, and a deeper understanding of the diverse world we live in. By the end of the programme, pupils will be equipped with the knowledge and skills to promote a more inclusive and equitable environment for everyone.</p>	<p>New School Transition programme</p> <p>This is designed to support pupils as they navigate the challenges of moving to a new school environment. This programme provides a welcoming and informative setting where pupils can become familiar with their new surroundings, routines, and expectations. Through interactive activities, site tours, and team-building activities, pupils will build confidence, make new friends, and develop essential social and academic skills. The course also offers practical advice on managing change, setting goals, and accessing school resources. By the end of the programme, pupils will feel more comfortable and prepared to thrive in their new school community.</p>
<p>Vaping and Smoking Awareness programme</p> <p>This is designed to educate pupils about the health risks and social implications associated with vaping and smoking. This program offers a comprehensive overview of the physical, mental, and emotional impacts of these habits, emphasising the importance of making informed decisions. Through discussions, interactive activities, pupils will learn about the addictive nature of nicotine, the dangers of e-cigarettes, and the long-term effects on their health. The course also provides practical strategies for resisting peer pressure and making healthier lifestyle choices. By the end of the program, pupils will be empowered with the knowledge and skills to avoid vaping and smoking, promoting a healthier school community.</p>	<p>Raising self-esteem programme</p> <p>This is designed to help individuals build and maintain a healthy sense of self-worth. The objectives of this workshop typically focus on enhancing confidence, personal growth, and emotional well-being.</p>

Intervention Menu

TIGERS Mentoring Programme

Our TIGERS mentoring programme was created as an intervention to support pupils who may struggle around school with behaviour or any social/emotional needs. The support put into place involves working alongside pupils to break down barriers to learning and to help pupils achieve their full potential. This is through one-to-one mentoring sessions as well as working with small groups of pupils to deliver an alternative programme of support through the TIGERS curriculum. The pupils involved within the TIGERS Programme are engaged through different forms of physical activities to aid self-discipline, opportunities to work as a team and to bond whilst learning important life skills such as cooking and creating healthy dishes.



Envision Programme

This external intervention is a structured programme delivered in schools and colleges by trained Envision staff. Each team of young people is partnered with a group of mentors who support them to design, develop, and deliver an in-school youth social action project that will make a positive change in their school or college.

By the end of the programme, pupils will have:

- Developed their essential skills through designing and developing a social action project
- Build their confidence through working collaboratively and overcoming obstacles
- Deepened their understanding of effective social action and how to be a responsible citizen

Dallaglio Rugby Works

This external intervention programme uses rugby as an engagement tool to build trusted adult relationships with our pupils who are experiencing high levels of negative behaviour points within school. They provide opportunities for young people to be more prepared for life after school, by providing employability opportunities such as a CV development and interview practice. The company also work with a variety of employers to provide 'Career Taster Days', day trips to experience the workplace first hand which helps to increase a young person's likelihood of being in employment, education, or training post-18.

Evolve Mentoring Programme

This intervention programme is run by our own in house Evolve Mentor. The programme involves working with pupils in Key Stage 3 who have experienced social and emotional difficulties in the classroom at some point in their lives. The mentor works through one-to-one meetings and groupwork to identify and break down barriers to learning to improve development outcomes for all pupils.



ChatHealth NHS (School Nurse)

The School Health Support Service can help students with all kinds of things, like:

- Relationships
- Mental Health
- Alcohol/drugs
- Bullying
- Self-harm
- Smoking
- Healthy eating



Aquarius Charity

This service offers specialist tools to support children and young people who use substances or who are affected by a parent or carer's substance misuse.

Aquarius work with everyone based on their needs, interests and aspirations. Support might be offered on a 1:1 basis, between you, your child and a specific Aquarius worker, or it might be in a group activity session.



RSPCA intervention

At DEC we work closely with the Newbrooke Farm RSPCA site. This exciting opportunity has seen pupils learning about animal care, legislation and animal behaviours. The workshop was co-written by a teacher and a psychologist with the aim of building confidence and learning about protective behaviours. Pupils attending the workshops receive AQA award certificates to celebrate their learning. Also, as a result of this experience, many pupils are inspired to pursue a career working with animals.











B30 & South Foodbank

At DEC, we work closely with parents and pupils to signpost them to services such as the B30 and South Birmingham Foodbank which provides emergency food for people in crisis.



Useful External Links

	Details	Website
	<p>Childline A counselling service for children and young people up to their 19th birthday in the UK provided by the NSPCC</p>	https://www.childline.org.uk/
	<p>Kooth, from XenZone An online counselling and emotional well-being platform for children and young people, accessible through mobile, tablet and desktop and free at the point of use.</p>	https://www.kooth.com/
	<p>Young Minds This is the UK's leading charity committed to improving the emotional well-being and mental health of children and young people.</p>	https://www.youngminds.org.uk/
	<p>Beat Beat is a website dedicated to Eating Disorders.</p>	https://www.beateatingdisorders.org.uk/
	<p>Kidscape Offers support and information for young people experiencing bullying.</p>	https://www.kidscape.org.uk/
	<p>Happy Maps Advice and support for parents, children and young people on a range of mental health issues</p>	https://www.happymaps.co.uk/
	<p>Gingerbread Advice and support for single parents</p>	https://www.gingerbread.org.uk/
	<p>Head Meds Provides information on mental health medications.</p>	https://www.headmeds.org.uk/

For more services and information visit <https://www.camhs-resources.co.uk/websites>