

Bespoke Management



Tailored for Individuals
with Complex Psychological needs.

Inspected and rated



Outstanding



CareQuality
Commission

THE VALUES BEHIND MMBM

We believe the people we support has the right for a good quality life and in every person is a potential to thrive. People we work with may have spent a long time either in institutional care or revolving in and out of the community constantly - we want to break this cycle, so we stick with the individual through good times and bad times, and our support is not withdrawn based on challenges we experience. We want the individual to be able to trust their support.

We focus on what the individual can do and on attending every need to ensure they are given the respect and attention they require. People's needs are ever-changing, so we value flexibility and adaptability to work with this, and to work in a timeframe that suits the individual. We like to learn from experience. Reflection runs through our support model, and so we encourage staff to be reflective of their work. Our service is adapted and improved through listening to feedback of all those involved such as individuals we support, their friends and families, our staff, and external agencies.

WHAT IS IN OUR BESPOKE SUPPORT MODEL?

- **Own home** - We use specialist housing providers to find a new home from the housing market that is as **bespoke as possible to the person's choices** of where they want to live, the type of property that suits, the adaptations they need, the amenities around and any safeguards to protect.
- **Own Staff** - We recruit staff teams for each individual. **The individual can be as involved as they'd like to be with recruitment and can get involved in interviewing and choosing who they want to work with.** We want the individual we support to feel as trusting as possible. We want staff to suit the individuals in their interests, skills and personality as much as possible.
- **Own support - We tailor support to the individual**, and we start with how the person wants to be supported. Making sure the person is in as much control of their life as possible from the offset, with an honest view to develop this control and independence.
- We develop plans that focus on supporting individuals to identify skills and goals they want to work towards and support them on their journey to achieve these goals. **Even the wildest ambitions- we like to find a creative way of working towards it**, and that is what we are here for.
- **Personalized training** - Robust training for staff that includes specific training around the individual.
- **A focus on:**
 - **Staff competence and education**
 - **Dynamic risk management**
 - **Professional leadership and collaboration**

WHAT IS BEHAVIOUR ANALYSIS?

-Beyond PBS

Some individuals will have a Positive Behaviour Support Plan, but some individuals require further assessments and behavioural intervention. To be able to go beyond PBS, **we have in-house behaviour analysts to delve deeper** into the challenges that cause barriers of development for the individual.

As we have such professionalism in-house, we are able to act fast and fluidly to arising issues - quickly identifying and assessing needs and requirements of the individual, and then work with the individual and staff to ensure needs and choices are met in a manner that is ethical and the **least restrictive practice**. Behaviour Analysis helps us identify what the issues are, why they happen, and how to overcome them.

Our goals for this:

- Improve access and integration into the community.
- Improve daily living skills.
- Improve self-help skills.
- Improve self-management/monitoring skills.
- Reduction in dangerous behaviour.
- Improve social and emotional development.
- Achieving goals through skill acquisition.
- As-and-when needed reviews so support is kept up-to-date.
- Robust support plan.
- Provide staff with ongoing and frequent support in working with individuals.
- Provide staff with individual-specific training.
- Learn from incidents to minimize the risk of it happening again.

The people who we support are between 17-65 years old and are either hospitalized, in an institution or jail, or at risk of admission at the time of their referral to us.

Our service is by referral only, for individuals with Mental Health and/or Learning Disability diagnoses.

“When we stop to consider why someone behaves the way they do, our whole perspective of the world changes.”

“Be the reason someone feels welcomed, seen, heard, valued, and supported.”

Bespoke Management



For more information and job applications, visit our website

WWW.MMBM.CO.UK

Find us on:



[INSTAGRAM.COM/MMBM_LEEDS](https://www.instagram.com/MMBM_LEEDS)

