

# Mae & Mitchell

Bespoke Management



Specialists in Positive Behaviour Support

BESPOKE PROVISION, CARE AND TREATMENT FOR INDIVIDUALS  
WITH COMPLEX PSYCHOLOGICAL NEEDS



## **PUTTING THE PERSON INTO PERSONAL**

We are part of an exciting project in Leeds, that aims to bring support much closer to the person. To do this, we must strip back everything and go back to the basic values of who the person is, what they want, and what stops them from achieving this. We want their choices, preferences and aspirations to be at the front of their support, and we provide the tools to achieve these goals. Our ultimate aim is for the individual to live as an ordinary citizen in their community.

## **HOMES, NOT HOSPITALS**

As a nonprofit Community Interest Company, our interests lay with the individuals we support and their involvement in the community.

## THE VALUES BEHIND MMBM

We believe every person 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 - we want to break this cycle, so we stick with the individual through good times and bad times, and our support is not withdrawn based on challenges they experience.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, their friends and families, our staff, and external agencies.

## WHAT IS IN OUR BESPOKE SUPPORT MODEL?

- We use 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, the amenities around them and the adaptations they need. Staff support them at their home.
- Recruitment of staff teams around each individual. The individual can be as involved as they to be with recruitment and can get involved in interviewing and choosing who they want to work with. We want staff to suit individuals in their interests, skills and personality as much as possible.
- Support plans that start with how the person wants to be supported.
- Making sure the person is in control of their life as much as possible from the offset, with a view to develop this control and independence.
- Development plans that focus on supporting individuals to identify skills and goals they want to work towards and supporting them on their journey to achieve these. Even the most wild ambitions will have a creative way of working towards it, and that is what we are here for.
- Robust training for staff that include specific training around the individual. Staff are kept competent in their work through working with our Behaviour Analyst.
- A focus on Behaviour Analysis as part of our work.

## WHAT IS BEHAVIOUR ANALYSIS?

Some individuals require specialized behaviour support plans. PBS plans should be overseen by a PBS specialist but these plans only offer limited insight to the individual's needs, or warnings and actions of what the staff should do to help prevent and de-escalate an event. Our plans go further and are generated through Behaviour Analysis, that is done through in-depth assessments, that finds the root of the behaviour and allows us to work on this function and its maintenance. This enables us to teach functional replacement behaviours, through effective skills teaching that is scientific based. PBS alone does not offer this. Our own Behaviour Specialists helps to implement this in the individual's support. They regularly identify and assess the 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. We do not use punitive or restrictive practice. Behaviour Analysis helps us identify what the issues are, why they happen, and how to overcome them.

This improves the person's life through better; access and integration into the community, daily living skills, self-help skills, self-management skills, communication skills, social and emotional skills, achieving goals, reduction in dangerous behaviour, robust plans that are built with them and for them, staff that are skills and equipped for their role, ongoing and frequent support in working with individuals, specialist training for staff, fast responses to wants and needs of the individual and learning from incidents to minimize the risk of it happening again.

A new generation of integrated care.

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



“We who have means and a voice must use them to help those who have neither”.



## ABOUT US



**DENVER MAE:  
BEHAVIOUR  
SPECIALIST**

Masters in Behaviour Analysis,  
BSc (Hons) Psychology,  
Registered Behaviour Technician,  
Mental Health First Aider,  
Personality Disorder Care Co-  
Ordinator.



**ALEX MITCHELL:  
REGISTERED  
MANAGER**

Level 7 Diploma in Health and  
Social Care Management,  
BSc (Hons) Psychology,  
Registered Behaviour  
Technician. Mental Health  
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