



Mae & Mitchell
Bespoke Management

PREMIUM CARE, PERSONAL TOUCH



PUTTING THE PERSON INTO PERSONAL

We are a comprehensive service that provides person-centered support packages for vulnerable adults within Leeds. We achieve this through close working relationships with Multi-disciplinary teams and other external organisations that cover needs such as housing, emotional and behavioural needs for the individual.

As a very small CIC, our interests lay squarely with the individuals we support and their involvement in the community, and we pride ourselves on working closely with the individual and their family to provide personal touches to support and friendly faces behind the company name. Our community connections with local housing providers aim to place individuals in their own homes most suited to their wants and needs within the wider community, and once in the community, we also aim to work with local communities to best integrate the individual.

THE ETHICS BEHIND MAE AND MITCHELL

We believe every person has the right for a good quality life and in every person is a potential to thrive. Therefore, our positive and passionate approach focuses on what the individual can do and on attending every need to ensure they are given the respect and attention they require. Our Enhanced Positive Behaviour Support Plan delves deeper into the concept of person-centered support and means we have strived to provide resources that see to every need on a much deeper and more personalised approach. We aim to provide the highest standard, tailored support service for individuals.

THE REAL MEANING BEHIND PERSON- CENTERED

We have built our bespoke support model from the ground up to address current issues in social care including staff wellbeing, adequate staff training, communication issues between colleagues, frequency of reviews in the face of ever-changing needs, and the practicality of Positive Behaviour Support implementation. This 'tailored-to-each' model is our real meaning of person-centered support.

WHAT IS IN OUR BESPOKE SUPPORT MODEL?

- Competitive pay for staff.
- Offsite and onsite staff supervisions that aim to sufficiently support the staff both behind closed doors and within their practical support work, sometimes even extending to supervising staff to support individuals effectively in the community.
- An interest in using professionals such as Occupational Therapists to a greater degree in an individual's care, who particularly plays an important role in encouraging daily living skills and community integration skills to fulfil the individual's potential.
- High quality training that is also tailored to the staff teams of each individual depending on their needs or behaviours.
- Recruitment and placement of staff teams based upon the needs and personality of an individual so that each individual has consistent, familiar teams.
- Implementation of an entirely cloud-based software system that makes note-taking and document referral easy, that everybody can have access to.
- As-and-when-needed reviews of behavioural trends and reports (provided by the above software system) that help us identify needs quickly, take action, and update the individual's support plan immediately.
- Tailored 'Development Plans' which identifies skills and goals that the individual wants to work towards, and points staff towards engaging individuals in meaningful activities that encompass these skills and goals.
- An implementation of what we like to call our 'Enhanced Positive Behaviour Support Plan' that is unique to each individual and proactively supports the needs of the individual.

WHAT IS AN 'ENHANCED POSITIVE BEHAVIOUR SUPPORT PLAN'?

This is our core aspect of providing bespoke support. Following from a Positive Behaviour Support Plan developed by each individual's Multi-disciplinary team, we use our own Board Certified Behaviour Analyst expert to enhance this even further by assessing each of the identified needs and implementing actions immediately for staff to follow to ensure that needs are met and barriers are broken fast and effectively.

Our goals for this:

- Improve access and integration into the community.
- Improve daily living skills.
- Improve self-help skills.
- Improve self-management/monitoring skills.
- Behaviour reduction.
- Improve social and emotional development.
- Skill acquisition for meaningful, socially significant objectives.
- Bridge the gap between theory of a Positive Behaviour Support Plan and the implementation of it.
- Provide support staff with ongoing and frequent on-the-job support and advice on how to support and engage individuals effectively.
- Provide staff with individual-specific training.
- To complement work done by the Multi-disciplinary team and not to replace it. All behavioural and developmental data to be fed back to the Multi-disciplinary team so that everyone is on the same page.

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



"Between stimulus and response, there is a space. In that space is our power to choose our response. In our response lies our growth and our freedom."

- Viktor E. Frankl



ABOUT US



DENVER JOHNSON:

BSc (Hons) Psychology,
Registered Behaviour Technician,
studying Masters in Behaviour
Analysis



ALEX MITCHELL:

Level 5 Diploma in Health and
Social Care Management, BSc
(Hons) Psychology, Registered
Behaviour Technician

COLLECTIVE EXPERIENCE: Care support, management, team leaders, Assistant Psychologist, person-centered programmes with complex adults and children, Verbal Behaviour programmes, complex behaviour reduction and interventions, Speech and Language Therapy interventions.

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