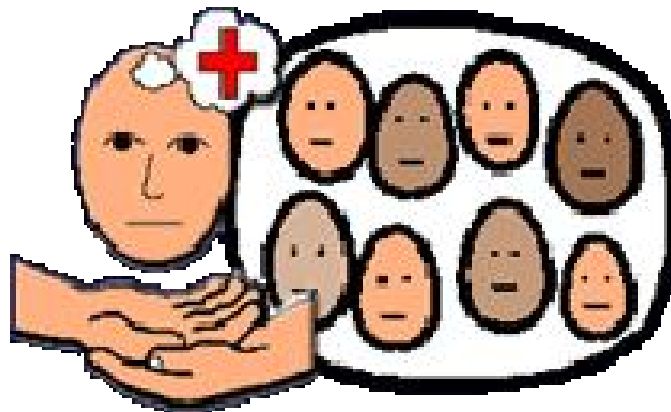

Accessible Psychology Support Policy



July 2009

This accessible policy has been produced to assist the people we support to understand our policy framework within the context and best practice of inclusive communication. This accessible policy is not a substitute for the full policy document and therefore staff and managers must make themselves familiar with the full policy document.

The complete policy statement can be found within the Psychology Support Policy document available from the Admin Team at the Consortium Office.

- 1 -

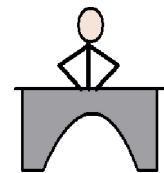
Aims

To have a team there to help you

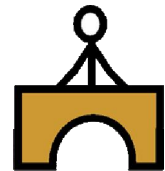


The team

The Director



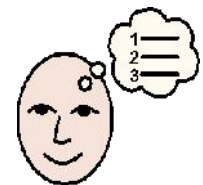
The Manager



A Psychologist

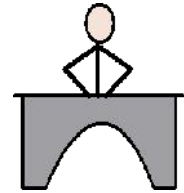


Someone who knows a lot about behaviour and works full-time



Someone who knows a lot about behaviour and works part-time

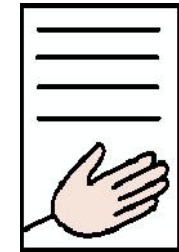
The Director will look over everything and make the final decisions



There are also other people there who help other teams within the Consortium

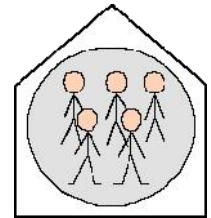


Their job is to make sure that someone who acts badly will be able to change in the future and that staff can cope with the person

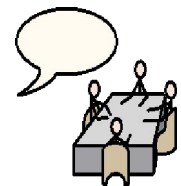


How the team works

They want to work closely with all staff involved in any area of their work



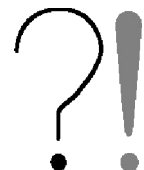
Staff should feel able to give ideas to the team at any time



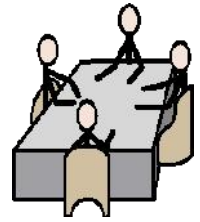
Staff will then be able to help the people that they work for in a better way



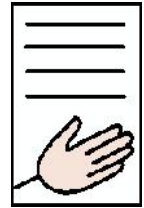
The team are there to offer support quickly when things go wrong in the home and normally whenever it is needed



Each Service User will have their own group of people who meet regularly to look after their needs



Each Service User will have their own plan for the future so that they can change any bad habits that they have



Who is the service for?

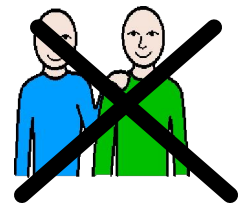
People who have some bad behaviours which stop them from living normally in the community



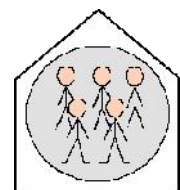
People who have mental health problems



People who have problems making friendships



All staff who work with these people

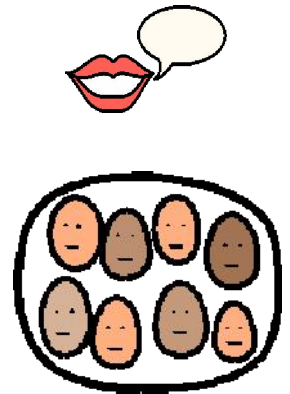


Getting to see the team

If someone needs help from the team then it should be talked about with the Manager

Those who should talk to the manager are;

- Care Managers
- Contract Managers, team and service co-ordinators
- Other people e.g. the doctor



What happens next

The team will have a look at any pictures the person draws

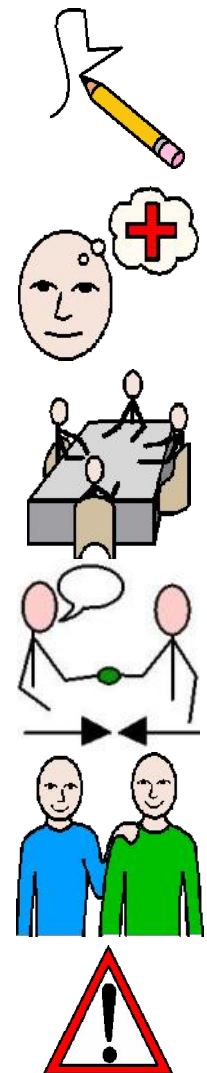
Any other tests about mental health that the person has done before

Then a meeting will take place between all the people that work with them

Another meeting will be with the Service User

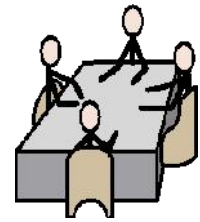
Each Service User will then have their own person from the team to look after them

This person will try to give them what they need and find things that could be a danger to them



Support given

Monthly meetings with a member of the team who looks after people in one network

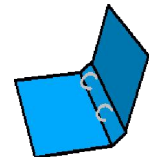


Monthly meetings with the psychology team in that network

Each scheme will have about an hour to talk about the people they look after and to look to what happens in the future



Everything that is talked about will be written down and kept

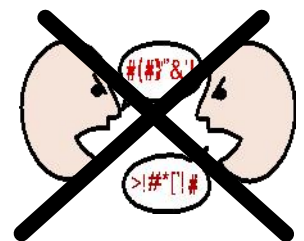


This may be looked at by other people outside the Consortium



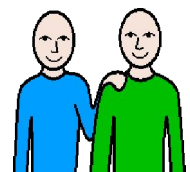
Dealing with aggression

When people are angry it is good to be able to calm them down

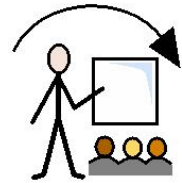


The Consortium will never use pain to make people stop being aggressive, and they will never restrain a person or restrict what they can do unless the law says they should

This means that there are still good friendships between staff and Service Users



When we know someone gets angry then staff need to have training on how to deal with it



Other support

There is other support within the home available from the team if it is needed

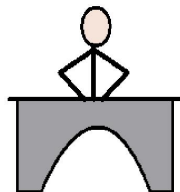


Clinical Officers

They are there to keep in contact with the houses in the schemes



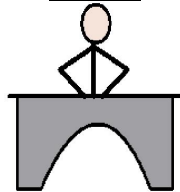
Tell the Director what is going on in the houses and how the people are acting



They are to take notes from all the meetings

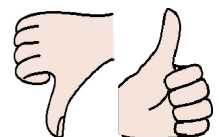


They will be looked in on by the Director at least once a month



Recordings

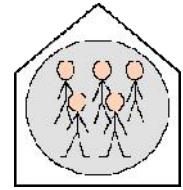
Used to look at how people behave in good ways and bad ways



Used to look at how much they meet other people in the community



Used to see how comfortable staff are with the person

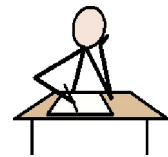


The main way the team will look at someone will be through something called the Behavioural Support plan



They will also look at how angry people are through something called a Reactive Plan

The team will also use other things to see how people act and think



For more understanding of who is who in the Consortium please follow this link;

http://www.communitylives.co.uk/staff_and_manager/managers_and_staff/documents/WhosWhoJanuary2010_000.pdf