



Tom Evans

Tom is Regional Lead: South for BILD's Centre for the Advancement of Positive Behaviour Support

I've worked with people with learning disabilities for 25 years, starting as a support worker in 1992 in a group home in Sussex where 4 people described as 'very challenging' lived. I became interested in the behaviour of the people I was supporting and how the way they were supported affected their behaviour. I also started to understand the impact of

autism and I decided that I wanted to work with people with learning disabilities and autism as my career.

From 1995 I managed a range of registered care and supported living services for people with the wide range of learning disabilities and autism and usually for people who were considered to be challenging. I was lucky enough to be involved in designing and setting up new services and re-providing services that weren't fully meeting people's needs. During this period I started working part-time in learning and development and moved into this area full time in 2009, focusing on designing training and learning programmes for staff and managers around behaviours of concern/challenging behaviour and autism and delivered these for a range of organisations.

I completed a Master's degree at the Tizard Centre, University of Kent and for my dissertation researched what people with learning disabilities valued, and didn't value, in staff members' behaviour.

From 2012 to 2016 I was a member of the senior leadership team of a not-for-profit service provider organisation as Positive Behaviour Support lead, being responsible for embedding an organisational approach to PBS, strategy, policy and management of the PBS team.

I started working as a consultant with BILD in 2015 and became a Regional Lead of BILD's Centre for the Advancement of PBS (CAPBS) in 2016.

I'm especially interested in working out how to improve the quality of life of people with learning disabilities, whatever their individual skills and support needs might be, as well as the quality of life of those family members or staff who support them.

Centre for the Advancement of Positive Behaviour Support

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