

Professional Portfolio of:

Paul Salmon MSET, DIP.RSA Ver 16 – May 25



Paul R Salmon 2025 Professional Accreditations



- ✓ PTDQ Accredited, Centre & Trainer
- ✓ Rated Outstanding 2015 to 2025 by PTDQ
- ✓ Full Member Society of Education & Training (MSET)
- ✓ NUCO & FAA Accredited Trainer
- ✓ STA Accredited Centre
- ✓ Qualified to Graduate IOSH (Cert) Standard
- ✓ RLSS Member (Trainer & Mentor)

Paul Salmon Curriculum Vitae

Home Address: On Request

Telephone: 07957 186313

Email: prs@paulrsalmon.co.uk

Website: www.paulrsalmon.co.uk

Date of Birth: 22 March 1974

Profile

Paul has a very focussed positive attitude towards his work and life, providing exceptional quality, customer services and safe products throughout. Paul is very driven to high success and has an exceptional track record in being a leading player in his occupational fields, to the extent fellow peers look to him for mentoring, guidance and support.

Paul has exceptional communication skills as well as motivational techniques that can help anyone succeed. Paul has over 99% success rate in previous projects.

Paul has over 30 years occupational work experience in several sectors, these include: Training & Development, Quality Assurance, Health & Safety, Health and Social Care, Sport, Recreation, Leisure, Hospitality, Retail, Manufacturing, and Building & Construction.

Professional Memberships (Current & Past)

- Society of Education & Training (MSET)
- Royal Lifesaving Society – National Trainer Assessor Licence to Operate
- Internal Verifiers Association (Full)
- Institute of Sport & Recreation Management (Full)
- Institute of Occupational Health & Safety (Grad.IOSH)
- Institute of Qualified Lifeguards / Royal lifesaving (Full Mentor TA)
- Swimming Teachers Association (Full Tutor)
- First Aid Training Association (AIFAWTO) – Executive Committee Member
- First Aid Council (FACT) – Executive Committee Member
- Charter Institute of IT (Awaiting Grade)
- Institute of Learning (awaiting grade)
- Institute of Leisure Management (ILAM) – Full Member

Qualifications – Training, Assessing & Verifying (Current & Past)

- Level 5 Diploma in Education & Training
- Level 4 External Quality Assurance (EQA)
- Level 4 Lead External Quality Assurance (EQA)
- Level 4 Lead Internal Quality Assurer Qualification
- Level 4 Certificate in Education and Training
- Level 4 Mentor
- Level 4 Leading Internal Quality Assurance (Lead IQA)
- D34 Internal Verifier (IQA)
- D32 & D33 Assessors Qualification
- PTLLS Level 4 Qualification
- STA Tutor for Lifesaving, First Aid, Education & Training and IQA
- PTDQ Lead Tutor for First Aid
- PTDQ Lead Tutor for Health and Safety, Fire Safety & Manual Handling
- PTDQ Lead Tutor for Mental Health First Aid
- PTDQ Lead Tutor Safeguarding
- Safecert Safeguarding Trainer
- Safecert Food Safety Trainer
- Safecert Health and Safety Trainer
- Safecert First Aid Trainer
- Safecert Mental Health First Aid Trainer
- Safecert Prevention Management Violence and Aggression Trainer
- RLSS – National Trainer Assessor Pool Lifeguard (NTA)
- HSE First Aid at Work Trainer (Senior National Tutor)
- City & Guilds 2886 Conflict Management Trainers level 3
- City & Guilds 7307 (PTLLS Certificate level 4 Equivalent)
- RSPH Trainer (Food & Safety and Health & Safety)
- Manual Handling Professional Instructor Loads & People
- Professional Health and Social Care Trainer (Senior Mentor)
- Level 3 Delivering Physical Intervention

Qualifications (Occupational)

- OCR NVQ 5 in Occupational Health & Safety – Grad IOSH
- OCR NVQ Level 3 Sport & Recreation
- Level 3 First Aid at Work Qualification
- Level 3 Paediatric Qualification (Full)
- Level 3 Mental Health First Aider for the Workplace.
- Level 2 AED & Anaphylaxis Awareness
- IQL Level 2 National Pool Lifeguard Qualification
- CIEH Level 3 Food Safety
- Level 2 NCFE Safeguarding
- Unit HS008 Health & Safety Workplace Audits

Qualifications – Others (included expired)

- Advanced First Aid (Defib & Oxygen Licensed User)
- Advanced Health & Safety (CIEH & IOSH Managing Safety)
- Level 2 Caring for the Sick
- In-house Care Industry Qualifications
- ILAM Qualifications & ISRM Qualifications (now CIMSPA)
- Level 3 Pool Plant Operators
- Level 2 BTEC In Business and Finance
- Level 2 Door Supervisor Qualification
- 9 GCSE Passes
- PTDQ The Care Certificate & PTDQ Annual Care Updates
- Level 3 Microsoft computer course (bespoke)
- ECB Cricket Empire (2016)
- FA Football Referee (1992 to 1996)
- Swimming Competition Official (1992 to 1999)

Work Experience Current (Since 1992)

Training Companies – Head of Quality Assurance (Since 1994)

A role that started as a part time casual swimming teacher in 1992, I have worked as all aspects within the training company being promoted to senior trainer, mentor and head of quality assurance. Responsible for the company's quality assurance internal and external. In 2017, we achieved 100% with an Ofqual awarding body on our very tough and rigorous audit.

Roles include Lead Tutor, Trainer, Assessor and Lead Internal Quality Assurer for a range of qualifications that include: HSE First aid, Health & Safety, Food Safety, Security Training, Pool Lifeguard, Swimming Pool Plant, Safeguarding, Leisure management, General Management, NVQ's in Sport and Recreation, Retail, Management, Care, PTLLS / Education & Training , Assessors and Internal & External Quality Assurance qualifications.

Lead & External Quality Assurer for several Ofqual Accredited awarding bodies responsible for auditing and support centres, conducting malpractice investigations, conducting centre approvals, running CPD for centres, manual market test papers, reviewing centres policies and procedures and training new External Quality Assurers. Training new External Quality Assurers and having them shadow my auditing.

Management responsibilities - I am responsible for managing over 40 Instructors throughout the UK on various training and assessing projects, this includes Leadership of Instructors through development and quality control.

Free Lance Tutor, Trainer, Assessor, Internal Quality Assurer and Consultant - My other roles include being a freelance college and training company's trainer, assessor, and verifier. I also provide Health & Safety Consultant, this role included writing and reviewing policies and procedures. Care & Nursing Homes as a training consultant, support adviser to training and development as well as support polices and procedures. Business Mentor to managers and employees at arrange of sectors.

Other Work - Designing training packages for a range of customers, providing unbeatable high levels of customer services.

Administration, accounting, and technology work. Providing Leisure centres, sports events with first aid cover, safety, and security cover.

Provide Care Home with staff and solutions to staffing needs. In 2013, I have taken my doors licence to expand my security knowledge and career.

Working with construction companies advising on site safety and training staff.

Work Experience Previous (2007 to 1999)

Activity Centre (Norfolk) Group Training / NVQ Manager 2002 to 2006

Responsible for up to 70 candidates on sport and recreation programme, first aid training, lifeguard training, health and safety officer, accidents auditing and duty manager for customer services. Security support and a key holder to the centre on a shift basis including manning the main entry gate as head of security.

College (Colchester) Tutor & Health & Safety Manager – 2002 to 2005

Customer Services and Sport and Recreation and Care NVQ programmes and responsible for pre-placement checks and student's health and safety in a range of leisure establishments, sports stadiums, and care homes.

Leisure Centre – Reading (Duty Operations Manager) - 2001 to 2003

Responsible for busy swimming pool and leisure centre, included full management of centre, health and safety, retail management, training, and customer services.

Essex Holiday Park – Swimming Pool Manager – 1999 to 2002

2 years seasonal contract running busy holiday swimming pool. Also responsible for customer services as a duty manager, health and safety audits, accident reports / first aid and sports programme. Security / Door assistant cover.

Holiday Park, Great Yarmouth – Head Lifeguard & Teacher 1995 to 1999

Responsible for lifeguarding and safety at a very busy holiday park swimming pool.

Building Construction (Agencies and Local Building Firms) 1996 to 2009

Working on temporary contracts as a labourer and support worker on building sites and projects.

Essex & Suffolk Care Agency's 1996 to 2010

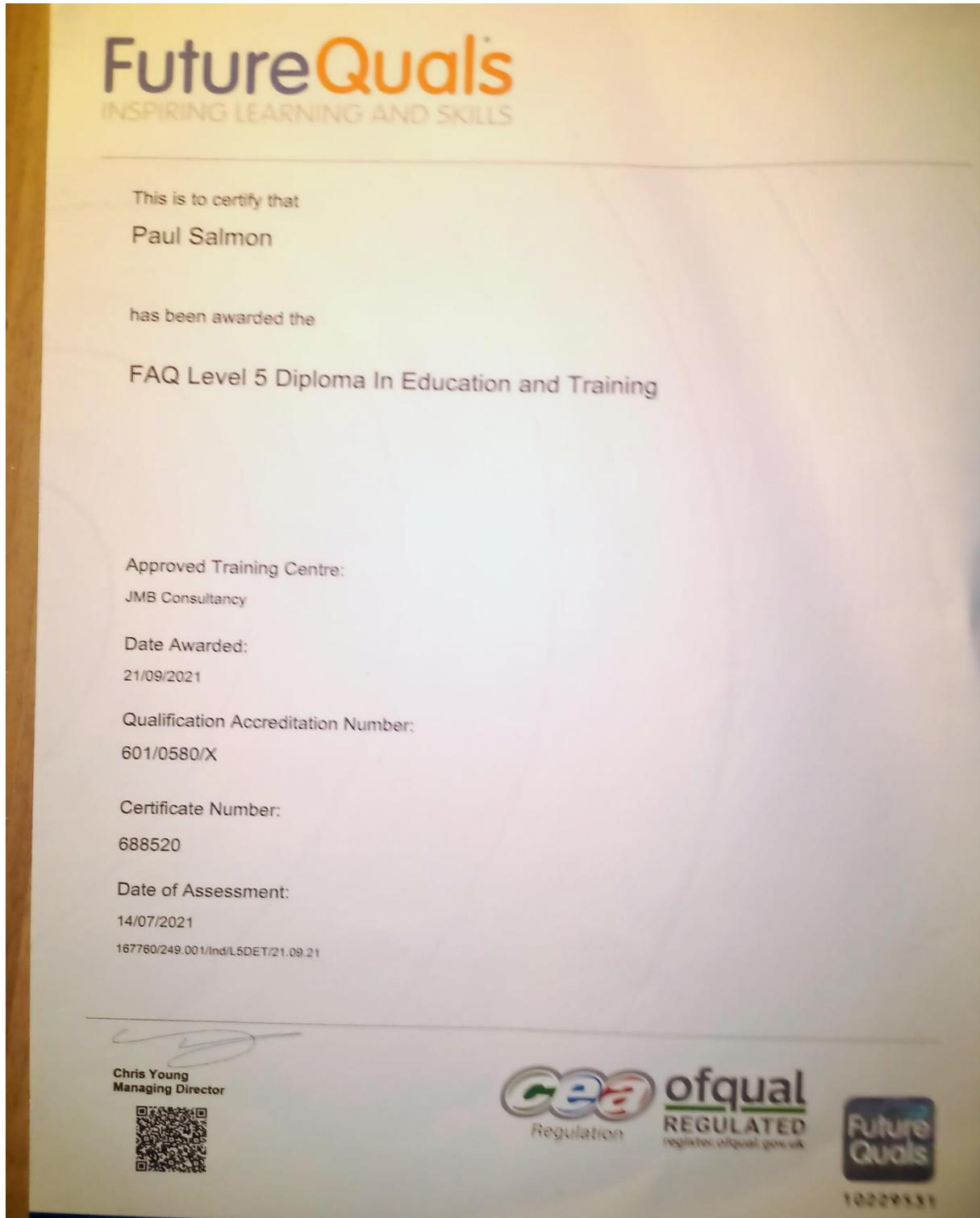
Working with a range of care and nursing establishments on a casual basis providing care to a range of adults in their home or at care homes. This work was done during the winter when the holiday seasons were closed. Worked as an assistant with nurseries and childcare.

ST Johns Ambulance Member 1991 to 1998 & 2011 to 2012

Additional Information

I enjoy taking part and watching a range of sports including Speedway, Cricket, football as well as going to the Gym and Swimming. Non-smoker Hold CRB enhanced certificate number 001577020733. Hold Full Clean UK Driving Licence since 1991 and have own car. Come highly recommended so can provide excellent references

Professional Teaching Qualifications & Memberships



Ofqual Level 5 Diploma Education & Training



Fully qualified member of Society of Education & Training.



This is to certify that

Paul Salmon

has been awarded the

Active IQ Level 4 Award in Preparing to Teach in the Lifelong Learning Sector (QCF)

National Accreditation No: 600/2398/3

In successfully achieving this qualification the learner has been awarded the following unit(s) and credit(s)

Understanding inclusive learning and teaching in lifelong learning (F/503/1235) 3 Credits at Level 4
Using inclusive learning and teaching approaches in lifelong learning (R/503/1238) 3 Credits at Level 4
Principles of assessment in lifelong learning (R/503/1241) 3 Credits at Level 4
Roles, responsibilities and relationships in lifelong learning (M/503/1232) 3 Credits at Level 4

12 Credits at Level 4

Candidate No: 70229 Date Issued: 5/04/2012 Certificate No: 178636

Regulated by **Ofqual**
The Award of Accreditation for the Lifelong Learning Sector

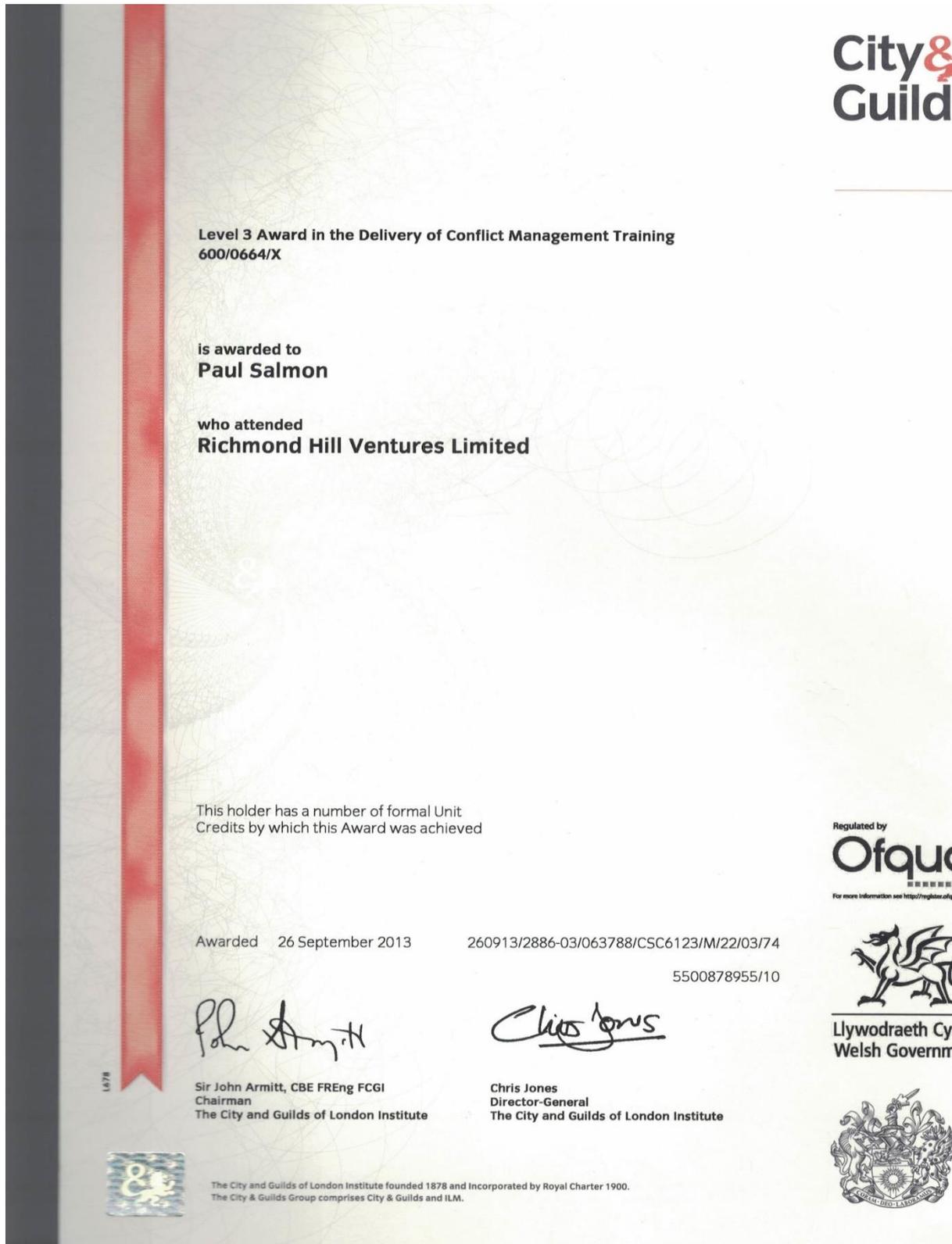
Llywodraeth Cymru
Welsh Government

GEEL
Rewarding Learning


Suzy Gunn
Executive Director
Active IQ

Other teaching qualifications (Ofqual) include Level 4 Certificate Education & Training and Level 3 Ofqual Adult Education certificate.

Other Professional (Ofqual Training Qualifications)



Level 3 Ofqual Conflict Management Trainer



Level 3 Ofqual Physical Intervention Trainer

Other Bespoke / Amateur Teaching Courses (Non-Ofqual)

Paul Salmon - 30033372

Awards Completed

| | | | | | |
|--|--|---|--|--|--|
|  FAW (17) |  NPLQ (10) |  AED |  TA-NPLQ (10) |  IQA |  NPLQ (9) |
|  P FIRST AID (17) |  NTA-CORE |  NTA-PXB |  TA-NRASC (7) |  TUTOR-NPSQ | |
|  TA-ER POOL |  TA-ANAPHYLAX |  TA-PXB |  TA-AED |  TA-FA | |
|  MENTOR-CORE |  EXT-L3-EQUIV | Download Certificates  | | | |

Member Of



RLSS Membership and courses completed, trainer assessor is classed as bespoke as non-ofqual recognised.

Professional Assessing Qualifications (Ofqual)



Ofqual Level 3 D32 & D33 Assessors

Professional Quality Assurance Qualifications (Ofqual)



This is to certify that

Paul Salmon

Has been awarded the

SafeCert Level 4 Certificate in Leading the External Quality Assurance of Assessment Processes and Practice (RQF)

This award includes the following units:

| Unit Code | Unit Title | Credits | Grade |
|-----------|---|---------|-------|
| Unit 1 | Understanding the Principles and the Practices of EQA | 6 | Pass |
| Unit 2 | Externally Assure the Quality of Assessment | 6 | Pass |
| Unit 3 | Plan, Allocate and Monitor Work in Own Area of Responsibility | 5 | Pass |

Issue Date: 12 Dec, 2022

Expiry Date: -

Candidate No : 996

Award Accreditation No : 603/0526/5

Paul Horsburgh

Paul Horsburgh
BSc, PGDip IT, PGDip PM, PGCE, GradIOSH
General Manager



Scan QR to Validate Certificate



CEA Regulation



INVESTORS IN PEOPLE

SafeCert Awards Ltd,
Tel: 0845 100 2 500
38 Main Street, Gortin BT79 8PH



SafeCert



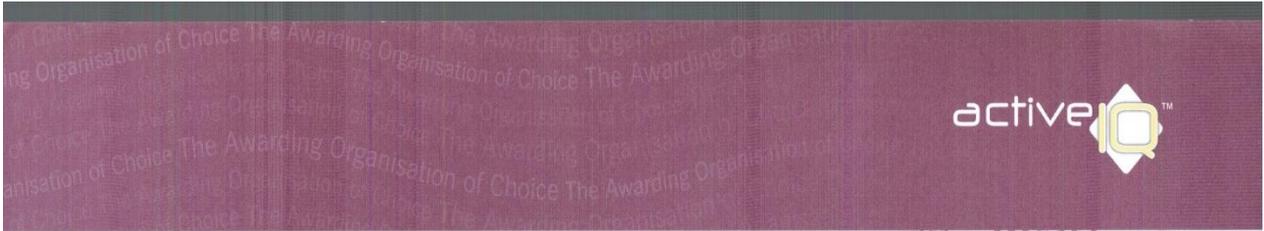
ISO 9001
ISO 14001
ISO 45001

http://www.safecertawards.com
info@safecertawards.com

CEA Level 4 Leading External Quality Assurance.



Level 4 Ofqual External Quality Assurer



This is to certify that

Paul Salmon

has been awarded the

Active IQ Level 4 Certificate in Leading the Internal Quality Assurance of Assessment Processes and Practice (QCF)

Qualification Number: 501/0826/8

In successfully achieving this qualification the learner has been awarded the following unit(s) and credit(s)

Understanding the principles and practices of internally assuring the quality of assessment (T/60/5320) 6 Credits at Level 4

Internally assure the quality of assessment (A/601/5321) 6 Credits at Level 4

Plan, allocate and monitor work in own area of responsibility (H/600/9674) 5 Credits at Level 4

17 Credits at Level 4

Learner No: 25642 Date Issued: 5/10/2012 Certificate No: 288502



Suzy Gurn
Operations Director and
Responsible Officer
Active IQ

Level 4 Ofqual Lead Internal Quality Assurer

Other Professional qualifications



RLSS UK Qualifications is the Awarding Body of the Royal Life Saving Society UK (RLSS UK)*

RLSS UK Qualifications Level 3 Award in First Aid at Work

RQF** Qualification Number: 603/2266/4

This certificate is awarded to:

Paul Salmon

Learner Reference Number/Candidate Society Number: 30033372

Certificate Reference Number: 2SALM0H297543509

Who has carried out the appropriate training and been assessed as competent according to the Health and Safety (First Aid) Regulations 1981 and Health and Safety (First Aid) Regulations (Northern Ireland) 1982 in the units below and awarded credits as shown:

| Unit Title | Unit Reference | Unit Level | Credit Value |
|---|----------------|------------|--------------|
| Unit 1: Emergency First Aid in the Workplace | D/616/0643 | 3 | 1 |
| Unit 2: Recognition and Management of Illness and Injury in the Workplace | K/616/0659 | 3 | 1 |

D. H. Hunt

Deborah Hunt
President
Royal Life Saving Society UK

Date of Achievement: 17/04/2024

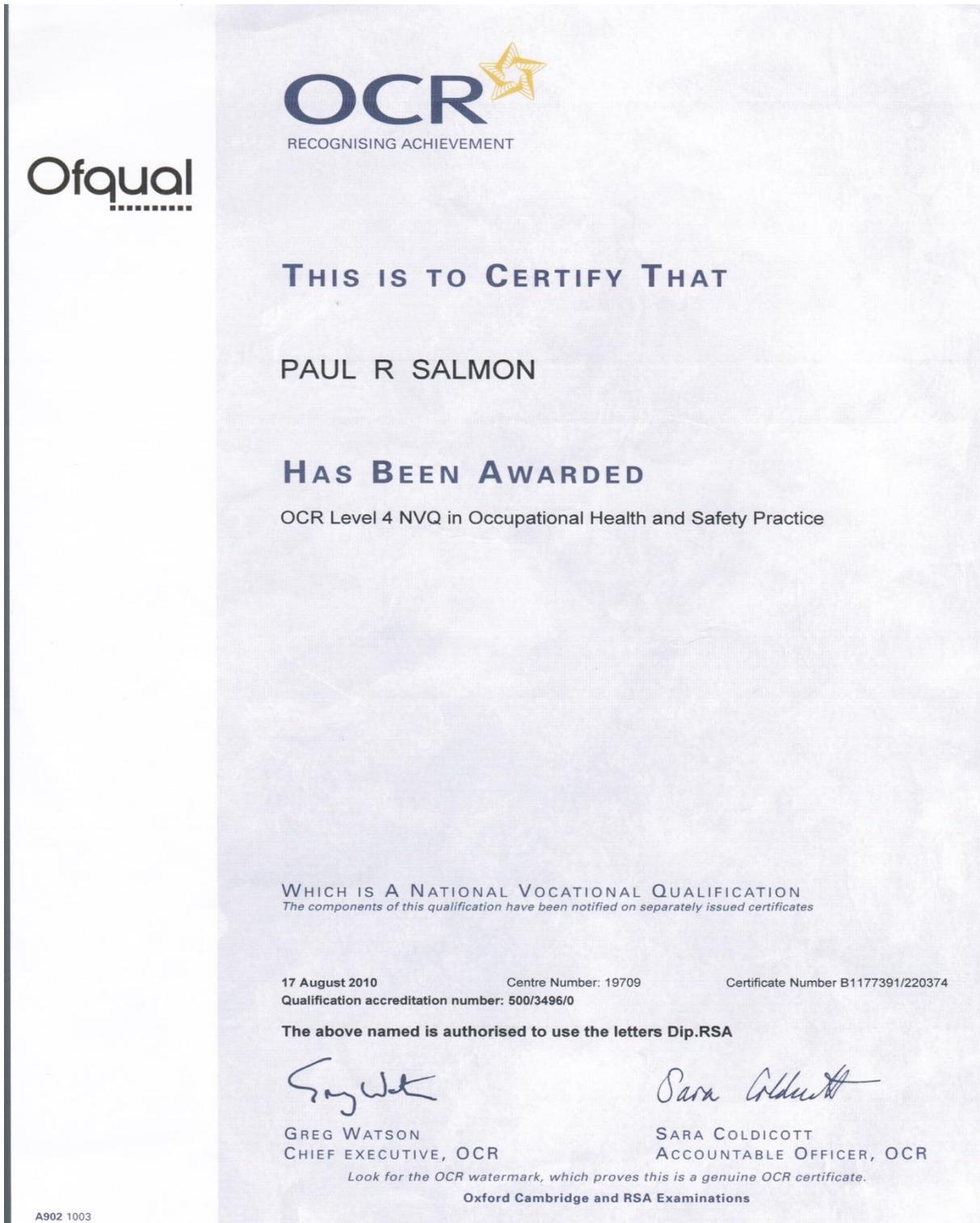
Expiry Date: 16/04/2027

* Formerly known as IQL
** Regulated Qualification Framework



Qualifications Wales regulates this qualification where it is awarded to learners assessed wholly or mainly in Wales

Level 3 Ofqual First Aid at Work (renewed continuously since 1990)



**Level 4 Ofqual Occupational Health & Safety Certificate
Now Level 5 (IOSH Graduate level)**

cache

This final transcript is to certify that

PAUL SALMON

Learner Number: 105369323

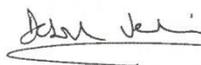
has achieved the following unit(s) of the:

NCFE CACHE LEVEL 2 CERTIFICATE IN
UNDERSTANDING SAFEGUARDING AND
PREVENT

603/2818/6

This transcript is to be used in conjunction with Certificate
51908728

| Unit Number | Unit Title | Unit Level |
|-------------|--------------------------------|------------|
| K/616/8129 | UNDERSTANDING THE PREVENT DUTY | Level 2 |
| H/616/8131 | UNDERSTANDING SAFEGUARDING | Level 2 |
| K/616/8132 | UNDERSTANDING ONLINE SAFETY | Level 2 |



Deborah Jenkins MBE, DL
Chair

49787863-01-VTI5

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04/05/2020

Awarded by NCFE

Page

Level 2 Ofqual Safeguarding (rated as Level 3)



Laser Learning Awards
in a national partnership with
AIM Awards and Open Awards



This is to certify that

Paul Richard Salmon

has achieved the following Qualification

LASER Level 2 Award in Door Supervision (QCF)



Trident is a partnership between three national Awarding Organisations, set up specifically to serve the needs of the Security Industry

Qualification Approval No: 600/3782/9
Learner ID: 9170
Award Date: 01 Aug 2013
Certificate No: 42214 (1)


David C Gittins
Chief Executive
Laser Learning Awards




Llywodraeth Cymru
Welsh Government

Regulated by
Ofqual
For more information see <http://register.ofqual.gov.uk>

Level 2 Door Supervisor



RLSS UK Qualifications is the Awarding Body of the Royal Life Saving Society UK (RLSS UK)

RLSS UK Qualifications Level 3 Award in Pool Lifeguarding

RQF* Qualification Number: 610/2603/7

This certificate is awarded to:

Paul Salmon

Learner Reference Number/Candidate Society Number: 30033372

Certificate Reference Number: SALM0H2654718290

Who has carried out the appropriate training and been assessed as competent in the units below and awarded credits as shown:

| Unit Title | Unit Reference | Unit Level | Credit Value |
|--|----------------|------------|--------------|
| Unit 1: Swimming Pool Safety Operation and Supervision | F/650/6714 | 2 | 2 |
| Unit 2: Pool Lifeguard Emergency Rescue Skills | L/650/6709 | 3 | 1 |
| Unit 3: First Aid, Illness and Injury Management in a Pool Environment | D/650/6713 | 3 | 2 |

Deborah Hunt
President
Royal Life Saving Society UK

Maximum Pool Depth: 1.20 metres

Date of Achievement: 17/04/2024

Expiry Date: 16/04/2026

* Regulated Qualification Framework

Ofqual Level 3 Award Pool Lifeguard



Ofqual Level 3 NVQ Sport & Recreation

Professional Bodies Membership

- ✓ **Full Member of Society of Education & Training – MSET.**
Demonstrates highest standards of teaching, knowledge and professional development. Committed to providing our customers with leading teaching.

- ✓ **Members of the Information Commissioners Office (ICO) – Membership Number ZB332353**
Committed to high standards in handling your personal data and information, you can trust Paul.

- ✓ **Member of Association of Health Care Trainers**
Committed to quality and professional standards for health care.

- ✓ **Graduate member of Institute of Occupational Health & Safety (IOSH) - GRAD.IOSH**
Committed to the highest standards of health and safety, grade of memberships, proves individual to have shown an exception knowledge and ability to occupational health and safety,

Professional Insurance

- ✓ **Professional Public Liability & Insurance**
Held as per risk assessment of need and covered by Hiscox Insurance. Cover includes professional liability insurance at 10 million, indemnity insurance cover and employee cover.