

Paul Tarn



Please give details of all diving industry related interests, whether remunerated or not, and any other potential conflicts of interest

I don't see any conflicts of interest and I don't work in the diving industry, remunerated or otherwise. I am a member of PETA, League Against Cruel Sports, Greenpeace and the RSPCA.

What do you think are the key challenges facing BSAC, and what should we be doing to address them?

BSAC has changed and evolved over the last 70 years and has responded to many challenges. BSAC will need to continue to evolve as we deal with competition from other forms of leisure activity and from other diver training agencies. BSAC relies on its members and volunteers and we need to do more to support and encourage our clubs; the lifeblood of our great organisation. I believe we need to look harder at how we develop volunteers, especially our support for instructors and our approach to instructor training. Any strategy for growth and development needs to recognise the strengths offered by utilising our club network.

Since joining the council, three years ago, I've been delighted to see the great work done by colleagues in developing partnerships with boat charters and local dive shops; providing greater opportunities for training and diving. I believe that BSAC training is amongst the best diver training available. However, it should not take a year or more to qualify as an Ocean Diver. Branch training depends on the availability of instructors, opportunities to train, and willing volunteers; all of which need to co-inside with a trainee's work or shift patterns etc. BSAC is a data-rich organisation and thanks to the work on our membership records and our App we have now started to use this data to support our members and reach those paused in their training. The development of a new membership database system is now well underway and that will mean a better service for us as members and our clubs.

Please describe how you would contribute to any / all of these areas

I'm currently the Chief Executive Officer, Director and Accounting Officer for one of the country's largest academy groups. I train Principals and executives and mentor other Chief Executives. I have also worked closely with the DFE and the Education Ministers to develop systems to model and analyse education finance. At the time of my appointment as CEO at (SPTA) now Delta Academies Trust, had poor outcomes, had schools being taken from it and had a very large in-year deficit budget. The organisational transformation was comprehensive, rapid, and inclusive. In the first three years, the trust became one of the highest-performing large groups of schools. More recently, we have opened a residential centre for outdoor education and a Lake District Centre is now being developed. There is more to education than exams. I am passionate about education, the environment and diving. To be a successful organisation, you need a team with expert knowledge.

In my role as CEO, Director and Accounting Officer, I'm responsible directly to the Board of Trustees (Directors) and lead the Executive team. The trust workforce is about 3,500 and we have an income of about £170m for 54 Academies. I am used to dealing with finance, data, HR, and Teacher training (we have two teaching school hubs).

Since joining the council three years ago, I've chaired BSAC's disciplinary committee. It's about being fair and developing processes for HQ and our branches.

Personal statement

Thank you for allowing me to work as a member of the council for the last three years. It has been a privilege. I have good relationships with the team at HQ and other members of the council and would like to offer my services again. I'm a passionate diver and instructor and have been a member of BSAC for well over 20 years. I instruct with two very large clubs in Yorkshire, Dearne Valley Divers (DVD) and Barnsley BSAC (BBSAC). These two clubs work together to provide training, organise trips, and share facilities. As a result, both clubs are approaching 90 members each. This partnership means, more diving trips, shared instructor access, and a wider range of SDCs delivered in-house. More importantly, we have more friends. I enjoy all types of diving; shore, rib, hard boats and liveboards. Even the local swimming pool has its attractions when you're a Yorkshire man, it's £3 entry, and you can drink as much as you want.

I have also helped out with the Yorkshire regional team to support the delivery of their SDCs programme, delivering ADP and twinset courses. I wouldn't describe myself as a technical diver, but I do some AMG CCR diving because it allows me to indulge my passion for wreck exploration off the coast of Scotland.

Diving is a huge part of my life and fortunately, my wife, Pam, is equally passionate

about it. She also instructs for both clubs.

I suppose my personal story is a little unusual. I left school aged 16 with no qualifications and went to work as a miner at Grimethorpe Colliery with my father and grandfather. I worked at Grimethorpe for 10 years and I spent a year on strike in 84-85; a kind of Yorkshire-style gap year.

While working, I studied at night school and eventually left to study at university. I qualified as a teacher and taught science and IT. I was a Principal and I'm now Chief Executive Officer of one of the country's largest academy groups. Today, 33 years after leaving the colliery for the last time, if I were to reflect on those early life experiences, the lessons I would take from it would be, a sense of humility, coupled with a willingness to recognise the potential in each of us.