

**Andrew PS Ebben**  
**BSc [Hons] Cert Ed CMIOSH FCIMSPA GFireE FCIPD**

Date of Birth: 23 May 1953

**Current employment**

Principal Consultant     AQUA Leisure Safety & Training Services  
Associate Consultant     Quality Leisure Management Ltd

**Education**

1977 – 1980     Loughborough University  
                     BSc [Hons] Sports Science & Physical Education  
  
1980 – 1981     Loughborough University  
                     Post Graduate Certificate in Education  
  
1987 – 1988     Trent Polytechnic  
                     Occupational Safety & Health [day release course]

**Employment history**

1983 – 1984     Royal Life Saving Society UK     National Development Officer  
1985 – 1989     Birmingham City Council     Swimming Management Officer  
1989 – 1994     Royal Life Saving Society UK     Manager, National Pool Lifeguard  
   Training Programme  
   Head of Technical Services  
  
1994 – 2000     Birmingham City Council Leisure & Culture Principal Officer - Health and Safety  
2001 – 2005     Royal Life Saving Society UK     Managing Director, IQL     Director of Education

**Professional Memberships**

Chartered Member, Institution of Occupational Safety and Health  
Fellow, Chartered Institute for the Management of Sport and Physical Activity  
Chartered Fellow, Chartered Institute of Personnel and Development  
Graduate Member, Institution of Fire Engineers  
Registered Consultant Occupational Safety and Health Consultants' Register

**Additional Qualifications, Appointments and Honours**

1988     RLSS UK President's Commendation  
1989     RLSS UK Pool Lifeguard National Trainer Assessor [Retired 12/18]  
1992     RLSS UK Beach Lifeguard National Trainer Assessor [Retired 12/18]  
1992     Vice-Chairman     National Water Safety Committee [2 year appointment]  
1993     Chairman     CEN PPE Safety Standards Committee CEN TC162 WG10 [to 2017]  
1993     RSA NVQ TDLB Assessor, Verifier, Accredited Trainer  
1993     RLSS UK Certificate of Thanks  
1994     Member ISRM & CIMSPA Technical Information Forum  
1994     Honorary Health and Safety Advisor RLSS UK [6 year appointment]  
1995     OCR External Verifier Health and Safety Programmes [7 year appointment]  
1995     Chairman BSI Standards Committee – Aquatic Rescue Systems  
2000     Pool Safety Adviser Defence Services Lifeguard Committee [3 year appointment]  
2005     Principal UK Expert CEN Safety Standards Committee CEN TC136 WG13 [Current]  
2016     ISO Computer drowning detection standards committee – UK representative [Current]  
2020     British Empire Medal for services to swimming pool safety and lifeguard development

## Contemporary publications and conferences

1995	Providing adequate first aid	ISRM industry guidance author
1995	Leisure accidents and litigation	Hawkesmere conferences - speaker
1997	Accident prevention strategies	IBC Conference speaker
1997	Accident prevention strategies	IEHO/Welsh Council Conference
1998	Pool safety, a local authority perspective	RLSS UK Symposium speaker
1998	Accident prevention in the leisure industry	Safety Practitioner magazine
1998	Safety considerations at special events	Millennium Commission Conference
2001	New technology and lifeguarding	RoSPA Water Safety Congress
2001	Pool Lifeguard	RLSS UK manual – author
2004	In-service training for lifeguards	ISRM development manual
2005	In-service training, your duties and the law	ISRM Sport Excel Conferences
2006	Back to Basics seminars	ISRM Training for Health and Safety
2006	Trainer development programme	RLSS UK manual - author
2006	Beach Lifeguard	RLSS UK manual – author
2009	European pool safety standards	ISRM Sport Excel Conferences
2010	Disability Access in sports facilities	QLM audit programme
2012	Fire risk assessment in sports facilities	IOSH accredited course author
2014	Managing H&S in Leisure & Culture	CIMSPA Approved course author
2017	Pool and leisure safety training	CIEH CPD seminars for EHOs
2019	Pool and leisure safety training	CIEH CPD seminars for EHOs
2022	Pool and fitness gym safety training	CIEH CPD seminars for EHOs

## Related management, health and safety and training experience

I have undertaken accident investigations for HM Coroners, the HSE, local authorities, insurance companies and the judiciary both in the UK and abroad to prepare expert reports in industrial relations, criminal and civil cases. I undertake regular health and safety, fire safety and risk assessment development audits for a wide range of clients within the private and public leisure sectors.

Until 1989 as Swimming Management Officer for the City of Birmingham, I was responsible for the overall development of safety training, safety management and accident prevention strategies for the City's swimming and aquatic facilities, parks and areas of open water and for the investigation of accidents. In addition, I was responsible for the management of the City's Swimming Development programme. Following my recruitment to RLSS UK in 1989, I developed a broad-based health and safety, supervision, rescue and first aid training programme for pool lifeguards, now the UK benchmark programme and qualification.

I have written three of what have become industry standard texts on these subjects. I was the author of the health, safety and rescue training manual for beach lifeguards as the mirror programme to the RLSS UK national pool lifeguard training programme and current qualification is accepted as the benchmark for beach lifeguards in the UK. I am currently working with RLSS UK on a training programme for inshore rescue boat coxswains and crew members. As a tutor, I run a range of health and safety and risk management aid courses, both bespoke and for Awarding Bodies such as CIEH, CIMSPA and IOSH. I have developed a diverse range of first aid programmes for workplace, community and paediatric environments to meet FAIB requirements as an approved first aid provider and the Early Years criteria from DCSF and Ofsted. I manage an FAIB approved first aid training business.

I am involved, both at a national and international level, in the development of safety standards through my involvement as Principal UK Expert in European health and safety work having managed the development of a number of European and UK safety standards in the recent years. I advise and work with leading leisure management organisations on the development of policy, programmes and safety initiatives. I have been an active beach and open water lifeguard for many years and am currently a member of an RLSS UK team developing a rescue boat programme for coastal and inland water lifeguards.

I was the lead author for the preparation of the supervision section of the HSE's guidance on swimming pool safety, HSG179:2018 and currently sit on the BSI Swimming Pools safety standards committee as part of the wider sports safety group. I was awarded the British Empire Medal in 2020 for services to swimming pool safety and lifeguard development.

January 2023