



Paul Carmody Consulting

Subject Matter Use of Force Expert Witness

Personal Safety Training

Manchester

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Personal statement

I am a retired police officer of 25 years (April 2025). Because of my skills, training and knowledge I can offer companies bespoke training in all aspects of personal safety and self-defence for all kinds of employees. I trained highly skilled police officers, firearms officers, counter terrorist officers etc, right through to civilian staff. I trained officers to be High Risk Detention & Extradition Trained and regularly organised and managed the movement of suspected terrorists during their custody period, through to transport to court, deportation, or repatriation of terrorists, prisoners and criminals etc. I was the Lead Trainer for GMP, I trained and mentored new police trainers. I helped develop and deliver the new scenario-based training that is now used by all the police forces in the UK. I was also the civil litigation expert for GMP, assessing all claims brought against GMP by injured officers and staff.

My other role is as a Subject Matter Use of Force Expert Witness. I completed this role for the last five years and produced reports for Greater Manchester Police, several other Police forces, the Police Federation, the police Professional Standards Branch and the Independent Office for Police Conduct IOPC. I produced in-depth, independent and impartial reports, I also gave evidence at misconduct hearings as well as crown court proceedings.

I have created my own company, Carmody Consultancy Subject Matter Expert Ltd, to give agencies the opportunity to request my knowledge, skills, experience and expertise in the field of safety training and as a Consultant Subject Matter Use of Force Expert Witness.

Key Skills and Training

- First Aid Trauma and Casualty Care (FTACC) (RQF) Training
- Subject Matter Use of Force Expert Witness – Cardiff University (Bond Solon)
- BA (Hons) Degree Criminology – Lancaster University
- Certificate in Assessing Vocational Achievement
- BTECH Level 4 Certificate Educational Training
- HRDET Team Leader and Lead Trainer
- Managing Safety Trainer IOSH
- TRIM Trauma Risk intervention Management Practitioner
- Associate - Chartered Institute of Personnel Practice & Development
- Safeguarding and prevent trained

Employment Responsibilities, Experience, and Knowledge

I worked in the specialist operations training unit as a public and police personal safety trainer. I was a lead trainer in this unit training serving officers, new recruits, and staff. I instructed in the current personal safety training and government legislation and the National Decision-Making Model (NDM). I develop new training packages for the force and for other forces nationally to improve officers and staff competence knowledge and effectiveness.

I was a mentor to the new police officer recruits and looked after their welfare, development and gave support to them, often looking after their specific training requirements on a one-to-one basis, due to a minor disability, such as ADHD, Dyspraxia, or Dyslexia. I also developed a training program for our police cadets to come on and learn a little about policing such as baton training, handcuffing and self-defence. Some of these children 11-17 had physical disabilities so I tailored their training around them so that they were fully included in everything which enriched their experience.

I looked after officers who may have suffered trauma from incidents and assessed whether they needed to be referred to counselling as an emergency to prevent them from suffering mental health issues, as part of a Trauma Risk Intervention Management Practitioner. Following my retirement I will continue to provide Trauma Risk Intervention Management Practitioner service.

Employment History

Consultant – Company Director of Carmody Consultancy Ltd. *(April 2025 – Present)*

Achievements and responsibilities:

- Started my own business after retiring from the police – I am a training consultant developing and delivering bespoke self-defence training for staff and employees. I am also a Subject Matter Use of Force Expert Witness. I produce accurate and impartial reports on the use of force. I gather all evidence and analyse the situation to give a measured and expert opinion on the situation in the form of a concise report. I am also able to give evidence at court regarding my reports.

First Aid Instructor – (Freelance) for ATACC Group *(October 2025 – Present)*

Responsibilities

- I teach police officers and staff the initial first aid package and their refresher training covering all aspects of first aid.

Airport Security Officer (Part-Time) – Manchester Airport Group *(July 2025 – September 2025)*

Responsibilities:

- To screen the baggage of the work force entering the airport (Pilots, ground crew, cabin crew etc). I would also carry out physical checks on these workers; I would check their identification and perform general security duties.

Police Constable – Lead Trainer, Public and Personal Safety Training Unit, GMP *(June 2021 – April 2025)*

Achievements and responsibilities:

- Lead Trainer – Mentor and teach new officers and staff on safety training and self-defence. Also new and experienced police officers on the effective and lawful use of force and kit.
- Developed the new scenario-based training packages now used in PPST.
- Subject Matter Use of Force Expert for GMP, advising Professional Standards Branch and other agencies such as the IOPC, regarding police officers use of force and conduct.
- Train officers to become trainers in the unit and help them develop their skills and understanding in teaching.
- Assess and advice GMP's civil litigation team on claims from injured officers and staff.
- High Risk Detention & Extradition Training. Lead in delivering the training and the escorting of suspected terrorists and high profile, dangerous criminals.

Police Constable- Specialist Public Order Officer, Team Leader, Tactical Aid Unit, Specialist Operations Unit, GMP *(July 2007 – June 2021)*

Achievements and responsibilities:

- Managing a Team of eight officers, as a unit, in the public order unit.
- Managing a Team of eight officers, conducting warrants on specific address' to gain rapid entry, safely and effective. Detain everyone securely and then conduct a thorough systematic search of the premises.
- Conducting high visibility disruption techniques in high crime problem areas to reduce and deter organised crime gangs.
- Managed a team of eight officers to effectively conduct a fingertip search of an area for evidence after a serious crime.
- Successful conducted exercises to locate and arrest extremely dangerous criminals.
- Managed a Team of officers to regularly collect victims body parts together to enable their family to give them a decent burial, this was always done in a respectful and dignified manner.

Police Constable- Response Officer, Bolton Division response team of GMP. *(November 2002 – November 2007)*

Responsibilities:

- Attended all calls from members of the public, shops, business, road traffic collisions, injured and mentally ill people, all wanting help. Arrested suspects (most of the time violent). Gathered evidence and put a case file to the CPS and courts, attended courts to testify the cases to convict suspects. Unfortunately, due to the very nature of being a police officer, dealt with many dangerous, harrowing and emotionally testing jobs.

Pensions Advisor – Department for Work & Pensions (War Pensions). *(November 1991 – November 2002)*

Responsibilities:

- Managed veterans pension accounts and making sure that all their payments were correct. Help advise and guide them with their accounts etc.
- Human Resources manager dealing with promotion and recruitment within the agency.

Builder – Ground working, Bricklaying, Plastering, general labouring in family-owned business. (June 1985 – November 1991)

Responsibilities:

- Managed house buildings and extensions from architects plans through to completion.

Education

Pearson BTECH

(August 2023 – April 2025)

Certificate in Educational Training (Level 3 & 4)

Certificate in Assessing Vocational Achievement

Cardiff University (Bond Solon)

(July 2022)

Subject Matter (Use of Force) Expert Witness

Lancaster University

(September 2007 – July 2009)

BA (Hon) Degree 2.1 Criminology

Blackpool & The Fylde College

(September 2005 – July 2007)

A 'Level Grade C – Criminology, Psychology

O' Level Grade C - Psychology, Criminology

(September 2000 – September 2002)

Associate - Chartered Institute of Personnel Practice & Development

St Gregory's RC High School

(September 1980 – July 1985)

**O' Level Grade C - English, Maths, Psychology,
Criminology, Art, Design technology**

Courses Completed

First Aid & Major Trauma Certificate. Mental Ill Health & Conduct. Complaint & Conduct. Abuse of Position for Sexual Purpose. JESIP Awareness. NCSC Staying safe online. NPCC Ethical social media & online communication. Managing information; Non-Operational. Equality Act 2010. Certificate in Personnel Practice and Management. Managing Information; Operational. Modern Slavery. Personal Safety Trainer. Situational Awareness for Security Personnel. Right Care Right Person. Safeguarding & Present. UK National Aviation Security Operative Training Programme. Enhanced DBS certificate 001945715545 Full British driving licence with no endorsements.

Hobbies & Interests

I am a Judo Practitioner and coach at my local club; I still play Masters Rugby.