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Welcome to the second edition of the new look Security Institute Quarterly magazine. I am particularly pleased that we decided to create this publication, available in both digital and print formats, to cater for all preferences that our members have expressed.

You will see to the left, that we have multiple interesting categories that represent a diverse range of security disciplines and activities. From the Member’s personal stories like Tom Tahany of Blackstone Consultancy and his alter ego on the TV show ‘The Hunted’, to cyber updates, as well as multiple professional development and qualification opportunities.

The magazine is a true representation of what’s going on in our community. Up and down the country and occasionally in other countries, the Institute membership is leading best practice and sharing their experiences for the good of others. Please consider, as you read, what you could contribute to the next edition. What great job do you do? What have you done to better yourself or the sector? What expertise can you offer for future readers to benefit from?

Thank you for your involvement in the UK’s largest professional membership organisation for security professionals. We have been growing exponentially over the past year and it is about to go up a gear! I am proud and excited to welcome our friends from across the Government Security Profession, who are now encouraged by Cabinet Office to join our ranks as part of their professional development pathway. I anticipate a huge expansion in our collective knowledge and capability as we collaborate and share ideas across the sectors.

Enjoy the read and all feedback is welcome.

Warmest Regards,
Rick Mounfield

Rick Mounfield CSyP FSyI
Chief Executive

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Editor: Jade Lapper
The Institute Quarterly is published 4 times a year.
For enquiries please contact: ben@security-institute.org
www.security-institute.org
The exponential rise of the cyber security sector, in comparison with the physical and personnel dimensions of security, was a major theme of the opening presentation at our annual conference last October, delivered by Dr Paul Martin CBE. The priority that the UK government has attached to cyber security threats is evident in the £1.9 billion budget allocated to the National Cyber Security Strategy from 2016 to 2021. The Security Institute, operating in an evolving marketplace alongside information security member associations like the Chartered Institute of Information Security, ISACA and ISC2, needs to continue to convey its relevance both to prospective members and external stakeholders or risk being dwarfed by the burgeoning ‘cyber’ industry.

Fortunately, we are now in the key position of being the sole ‘generalist’ security association making up a consortium of 16 cyber security associations and certification bodies that will be responsible for delivering a new, government-driven national Cyber Security Council. In order to deliver our contribution to this significant and prestigious government project, we are building our capability in the area of cyber and converged security, and the Board of Directors took the decision in November to invite senior cyber security specialist Andy Watkin-Child CSyP MSyI to fill the vacant position on the Board. We are delighted that Andy accepted our invitation, and he will work alongside Mahbubul Islam CSyP FSyI, Director of Cyber Security and Convergence Strategy and Chair of the Cyber and Convergence Special Interest Group (CCSIG), primarily to help deliver the Institute’s commitment to the Council.

By way of background to these events, when the UK government announced its consultation on developing a cyber security profession in early 2018, it was imperative that we put forward a Security Institute perspective that would represent the wider security sector and the interests of our broad and varied membership. In our submission, which I co-authored with Mahbubul, we emphasised that the sphere of cyber security should be considerably widened rather than narrowed, becoming more inclusive and challenging perceptions of the ‘cyber’ function as being a specialist silo. A link to the submission is included in the November 2018 issue of our newsletter, available in the ‘News’ section of the Institute’s website (please find here: https://security-institute.org/news/).
By that time, we were active contributors to the Cyber Security Alliance, which had formed to discuss areas of common ground between its organisational members and to identify areas for collaboration. The Institute was involved in the Alliance from its early stages, supporting its journey to develop and bring together various dimensions of cyber security in conjunction with industry and the UK government. Mahbubul contributed to the Alliance’s own submission to the government consultation, putting forward a common position.

The proposal to establish a national Cyber Security Council, which would be tasked with driving forward the professionalisation of cyber security in the UK, was the cornerstone of the consultation. In December 2018, alongside the publication of its official response, the government launched a call for proposals to design and deliver such a Council. The Cyber Security Alliance submitted a bid, with Mahbubul again leading on the Security Institute’s contribution, and last summer we were delighted to learn that the Alliance had been selected to take on this multi-million pound project. With the Institution of Engineering and Technology (IET) acting as the lead organisation, one of the Security Institute’s responsibilities will be to provide thought leadership in the areas of physical and personnel security.

The notion of cyber security being one dimension of a holistic approach to security has long been evident in the security strategy for the departments making up UK central government. The Security Policy Framework, published by the Cabinet Office and last updated in May 2018, employs the term ‘protective security’, which is seen as comprising the three dimensions of information, physical and personnel security. Yet, as Dr Martin observed in his conference presentation, while the information security dimension sub-discipline has mushroomed in scope and physical security remains sizeable, the critical component of personnel security remains significantly under-developed. With comparatively few seeking to lay claim to this area of business, expertise remains especially concentrated in the government sector. Indeed, much of the investment in the development of personnel security is also government-driven, particularly within the Centre for the Protection of National Infrastructure and the government-sponsored CREST Research hub, which includes a significant programme of behavioural science research to advance understanding of, and mitigate, national security threats.

The Security Institute has been an active supporter of the government’s ongoing investment in, and development of, the Government Security Profession, over the last 18 months, led by our Chief Executive Rick Mounfield CSyP FSyI and 15 government departments now fund the Security Institute membership of around 500 members. It is expected that these numbers will grow further, as the Institute is being recognised as meeting the needs of a significant and growing body of security professionals in government who share our holistic view of security. This perspective, coupled with our contribution to the Cyber Security Alliance and the planned Cyber Security Council, puts the Institute in a strong strategic position at a time when concerns about cyber security threats are continuing to escalate, rather than in the vulnerable position of potentially being dwarfed by the cyber security industry and profession. These two areas of work have become key strategic projects for the Institute, alongside our management of the Register of Chartered Security Professionals, our fast-evolving ‘Next Generation of Security Professionals’ initiative, and our Approved Training Providers programme due for launch very shortly.

In short, it is a very exciting time for the Institute and its members. It is increasingly being recognised that the three dimensions of security are interdependent and rely upon one another if we are all to achieve successful security outcomes. The Security Institute is in an excellent position to address these opportunities and support government and industry in converging all aspects of security, through our close partnerships and growing influence. The Special Interest Groups will be the hubs in which our work will be taken forward, and we invite you to be a part of those if you are not already. It is also a matter of strength in numbers, so get involved, and encourage others to join us!
A big thank you to everyone that attended our Christmas social which was held on December 17th, once again at The Admiralty. Rick Mounfield CSyP FSyl, plus many of our Directors and HQ team welcomed all of our guests, which ranged from long-standing members to our newest members becoming engaged whilst enjoying the festive buffet and refreshments.

The evening was filled with great conversations reflecting on achievements over the year, as well as looking forward to their future goals. A great networking opportunity, with the wide spectrum of security sectors represented amongst the attendees.

We look forward to seeing everyone this year, with a calendar jam-packed with more terrific events. Tickets are still available for our Summer Members Lunch on the 9th June, and bookings have opened for our 2020 Annual Conference. You can read more about our upcoming events on pages 60 - 61, or alternatively visit: https://security-institute.org/product-category/events/
In the month of January, the Security Institute held two regional ‘Meet & Greet’ events. The first in Leicester on January 16th, followed by one in London on January 28th.

These informal networking events are a great way for local members to introduce themselves to one another, helping establish meaningful professional connections. The evenings consisted of insightful conversations about developments within the sector and the effect this has on day-to-day work, all within a relaxed environment.

Members of the HQ team attended both events, updating members on all the latest activities and developments. The team also helped explain the many resources available through the Institute, such as our Mentoring Platform, that can help support their continued professional development, ensuring that people are making the most of their membership.

Both events received overwhelmingly positive feedback afterwards. We hope to run similar events to these throughout the year, at various locations. Keep an eye on the weekly eNews emails and our social media channels for more details when they are released.

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Dear Colleagues,

It is my pleasure to invite you to join the Chairman, Board of Directors and my HQ team at this year’s Annual General Meeting on Tuesday 21st April. As we enter our 22nd year, we return once more to the Victory Services Club, where we were so cordially hosted last year. Arrival is at 3.30pm and the event is expected to last until 5.30pm, proceeded by a drinks reception until 7pm. It is expected to be a full house again (that’s 200 seats) so please book your place as soon as possible to avoid disappointment.

There is a lot to cram into this AGM. You will hear from our Chairman, Professor Alison Wakefield PhD FSyl, on the strategic developments of the Institute, which include our membership of the consortium of 16 organisations awarded a contract by HM Government to design and deliver a Cyber Security Council, as well as our ongoing focus on enhancing our governance and corporate social responsibility (CSR). The directors have been outstanding in delivering their portfolios and the impact has been felt far beyond the membership. It is being noticed across Government and the wider industry as well as other countries, while our membership numbers have swollen to 3,484.

Our CSR initiatives include the Next Generation of Security with the Volunteer Police Cadets and the evolution of ‘NextGen’ with the EY Foundation which will commence in the Spring. They also extend to our environmental policy and efforts to offset our carbon footprint as well as multiple charitable events raising thousands for good causes.

Corporate partnerships have continued to be popular, with 32 great companies now aligned with us to offer their expertise and support through CPD workshops, venues and a multitude of collaborations that enhance our capability to provide value-for-money events all over the UK. The group membership scheme has now been officially endorsed by the Government Security Profession. Led by the Cabinet Office, anyone working in a security role within a Government department or arms-length body can have their membership paid by the Civil Service.

At HQ, we have had a busy year. We have also been developing ourselves to be better at our individual roles. On the information assurance/cyber security front, we passed external audits on GDPR compliance and Cyber Essentials Plus. We have streamlined our operations and aligned our business processes, risk and resilience with the standards of ISO 9001 which has had a marked impact on our operational effectiveness.

As we plan for another busy year, it is good to stop and reflect on our progress to date. We want to recognise the hard work of our volunteers and give you, the engaged membership, a reminder of why you chose to belong to the Security Institute. Whilst we have no vacant positions on the Board of Directors this year, our articles require that one co-opted director Andy Watkin-Child CSyP CEng MSyl must stand for his position and our Deputy Chairman Peter Lavery FSyl must be voted in to continue into another three-year term on the board. As usual, members also have the opportunity at this point to put themselves forward for election. Please address enquiries to helen@security-institute.org.

We welcome and encourage your participation and appreciate the opportunity to respond to your questions. The annual accounts and director nominations are now available for you to review. On behalf of the Board and our staff, we look forward to meeting you for an informative AGM and very sociable networking afterwards.

Warmest Regards,

Rick Mounfield CSyP FSyl
The Security Institute is pleased to announce the co-option of Andy Watkin-Child CSyP MSyI to the Security Institute Board of Directors.

Andy has accepted the portfolio of Director of Standards, which will include a significant focus on thought leadership and standards development in the important area of converged security, as part of the Security Institute’s contribution to the Cyber Security Council. In this role, Andy will work closely with Mahbubul Islam CSyP FSyI, the Institute’s Director of Cyber Security and Convergence Strategy and Chairman of the Cyber and Convergence Special Interest Group (CCSIG). Last August the UK government announced that, following a competitive process, the Cyber Security Alliance of cyber security associations would be awarded the contract to design and deliver a national Cyber Security Council. The Institute has been an active member of the Alliance since its early stages and is proud to have contributed to its success in being selected to drive forward this important government project.

Andy is a thought leader in cyber risk management, with extensive experience of managing first and second lines of cyber defence in several major international companies. In October 2019, Andy became the Founding Partner of Parava Security Solutions Limited. Prior to this, he was the Global Head of the ‘second line of defence’ for cyber, technology and BCM risk at Santander. Andy has held CISO, Head of Technology and Head of Financial and Operations Risk positions across a range of sectors, having also worked for Rolls-Royce plc, Barclays, Penguin Random House and Mizuho.

Andy is also a prolific researcher on cyber security who engages the wider security community through regular dialogue and communications. You will find him regularly contributing to LinkedIn discussions, and publishing articles on cyber security.

Alongside Security Institute membership, Andy is a Chartered Security Professional (CSyP) and also holds Chartered status in Engineering (CEng).

Security Institute Chairman Professor Alison Wakefield PhD FSyI said:
“I am delighted to welcome Andy onto the Institute’s Board of Directors. The Board has identified thought leadership in the area of cyber and converged security as a key strategic priority for the Security Institute, with a view to strengthening our capability in this area so that we can effectively deliver our commitment to the Cyber Security Council. Andy will be working with Mahbubul Islam and members of our Special Interest Groups (SIGs) to develop professional standards for physical and personnel security that will inform the Council’s converged approach to cyber security.

We look forward to Andy playing a leading role in taking forward this critically important Institute project. Andy brings a formidable background in cyber security to his Director role, and his expertise and experience will prove invaluable to the Institute over the coming months and years.”

Andy said of his co-option: “I am very pleased to join the board of the Security Institute. Cyber security is an essential subject for all security professionals, and I look forward to building on the excellent work the Institute has already undertaken on cyber security professional standards and progressing the conversation on convergence between logical and physical security.”

Andy will formally stand for election at the Institute’s AGM in April.
The Security Institute was established in 1999 by a forward-thinking group of security professionals, and so has just entered its 21st year of operation. It was decided at an early juncture that the Institute would be more than a simple “pay your money and here is your membership” type of organisation and that applicants, in order to be approved as professional members, would be required to go through a validation process. The Validation Board (VB) has developed and evolved to a point whereby it is eyed with envy by many other security membership organisations, is highly respected by Government departments and Corporate bodies, and valued by both military and police, especially those officers who are approaching end of service and are seeking entry into the commercial security arena. It has contributed enormously over a period of years to the professionalisation of the security industry.

Having served as Vice Chairman of the VB for a number of years I was both privileged and proud to have been appointed as Chairman of the VB in 2018, following in the footsteps of Peter Lavery FSyI, Guy Mathias FSyI and Emma Shaw CSyP FSyI. They were big acts to follow. I am currently supported by Vice Chairman, John Davies FSyI and by Membership Manager, Paula Stanbridge, who seemingly works miracles each month reviewing applications and associated documentation, liaising directly with applicants and in preparing each application ready for tabling at the VB.

The VB meet on a monthly basis, normally in London. There is scope for at least one regular meeting to be held via tele-conference and for similar technology to be used in the event that any additional VB meetings might be required during any particular month. VB members who live and work long distances from London are able to dial or log in to all monthly meetings. There are currently circa 40 active members of the VB, all professional security volunteers, from a whole raft of security backgrounds and careers. Each VB meeting will typically comprise between 10 and 14 members who will regularly consider upwards of 60 or 70 applications. Each application is reviewed anonymously with the name of each applicant withheld until a decision regarding a recommended level of membership has been agreed. The VB will routinely challenge applications where there might be doubt about the veracity of an individual or any information supplied. This could be a simple, but deliberate, enhancement of a CV which requires clarification. At the other end of the scale there have been instances where forged or fraudulent “qualification” documents or other blatantly false information has been submitted. Being able to weed out this type of application demonstrates one of the many strengths of the VB, as well as identifying those applicants where there might be potential for future contributions of an applicant to the Institute. It is also important, where challenges or anomalies have been identified, to have close relationships with other parts of the Institute organisation regarding ethical or academic concerns.

Within the wider VB membership, it is important that we have individuals who can give specialist knowledge and advice in particular areas. These include, but are not necessarily limited to; Police / HM Forces; Government agencies; Banking & Finance; Cyber; Nuclear; Defence; Healthcare; Oil and Gas; Engineering; Retail; Insurance and Pharmaceutical.

As the security community has developed, so has the Security Institute. The VB continues to see significant increases not only in the volume of applications it receives, but also in the diversity of the security areas which applicants represent. It is important to the VB that as many of these areas as possible are covered by its members so that it can act upon informed advice when considering applications. We therefore welcome new members to join the Board in order accommodate this. As Chairman, I openly encourage approaches from Institute members who might have capacity and would like to become part of the VB or to contribute in other ways.
The processes and criterion involved in validating applications are not the “dark art” that some may think.

There are 2 primary application routes – Fast-Track and Standard. The Fast-Track Routes to either Associate or Member level can be applied for by individuals who hold a set level of qualification and experience. The Standard Route (our traditional application route) considers four main areas:
- Academic and vocational qualifications
- Security experience (General, First Line Management and Middle/Senior Management)
- Security training
- Professional commitment i.e. how an applicant may have maintained and mobilised their security ability, knowledge and experience for the benefit of the wider security community, also recognising outstanding service or achievement and commitment to continual professional development.

Each Standard Route application is assessed against the current scoring matrix and points are awarded, where applicable, in each area. The aggregate number of points, together with other criteria such as minimum experience requirements will indicate the level which is recommended by the VB for ratification by the Board of Directors. The levels of membership are: Student, Affiliate, Associate, Member and Fellow.

Individuals who are studying on recognised security-related courses are able to join the Institute at Student level without going through the full validation process although this is implemented as and when they choose to apply for higher membership levels.

The remaining membership level – Retired - relates to those existing members who have retired from the security community but wish to remain as members.

Within the VB sits a sub-committee, the Validation Board Working Group (VBWG). Currently chaired by John Davies, the VBWG takes on projects and investigations to recommend, influence or enhance new or existing policies and processes. These have included topics such as the General Data Protection Regulation, Retired Membership, Ethics/Disciplinary Processes and Enhanced Continued Professional Development.

The VB has a permanent seat on the Membership Management Advisory Group (MMAG) and close working relationships with several external bodies, including CPNI, Cabinet Office, MOD and UK Security organisations. This is especially important where applicants have particularly sensitive security histories when it might be more appropriate to hold special VB meetings in secure locations.

Responsible to the Board of Directors, quarterly reports are submitted by myself to each Director as part of the Board pack prior to scheduled BoD meetings. Reports encompass graphical statistics, trends relating to membership enquiries and increases as well as rates of attrition and reasons given for membership cessation. On that point, at the end of 2019, total membership stood at a little over 3,400, a healthy increase of some 20% over the end of year figure for 2018. Over the same period the number of leavers fell by circa 28% from 280 in 2018 to some 200 last year.

By applying to join the Security Institute, applicants are assured that their applications will be considered fairly, professionally, anonymously, impartially and against agreed criterion. They can also be confident of the attention to detail that all applications will receive. Once approved, members become part of the pre-eminent security membership organisation in the UK, with access to all membership benefits available, an organisation which sets its standards, ethics and professionalism at the highest levels and one which actively plans and aspires towards Royal Chartership.
The 2020 Security Institute Gala Award nominations are now OPEN!

Do you know a young professional who is worthy of recognition in the industry? Or a volunteer of the Institute who deserves to get something back? Maybe you, or someone you know contribute to security internationally and warrants acknowledgement?

The Security Institute Awards recognise and celebrate the achievements and contributions of our members and colleagues in the security sector from the past year.

We are pleased to announce that nominations are now OPEN for our 2020 Awards Gala Dinner for the following categories;

1. ‘ Outstanding Contribution to Security Award’ in memory of George van Schalkwyk
   This award will recognise a Security Institute member who has demonstrated an outstanding contribution to the security profession.

2. ‘Institute Learner of the Year Award’ in memory of John Aplin
   This award will recognise a Security Institute member who has recently (from January 2019 to date) finished their Security Institute Certificate, Diploma or Advanced Diploma qualification in Security Management and demonstrated that they have put their learnings into effective practice.

3. ‘President’s Award for an Outstanding Young Professional’
   This award celebrates the next generation of security leaders and will recognise a Security Institute member under the age of 35 who has personally had a positive impact on their organisation or the wider security sector.

4. ‘International Achiever of the Year Award’
   This award will recognise a Security Institute member who has made a significant contribution to security outside the UK.

5. ‘Volunteer of the Year Award’
   This award will recognise an Institute member who has made a significant voluntary contribution to the Institute, for example through the Membership Management Advisory Group, #NextGen, Validation Board, Special Interest Groups, Young Members Group, helping out at exhibitions, and other volunteer roles within the SyI.

How to nominate
This year we have an easy to use online nomination form which you can access here:
https://www.surveymonkey.co.uk/r/HC6HPDG

You can nominate as many people as you would like, including yourself.

Nomations close on the 1st May 2020. Nominations will be internally shortlisted to five finalists, and will then be considered by a panel of judges, where a winner will be decided. The winner of each category will be announced on the evening of the 30th June at the Security Institute Gala Awards Dinner at Sea Life London Aquarium.

All shortlisted nominees will be informed by the 15th May 2020 and will be invited to purchase tickets to attend the dinner.

BUY YOUR TICKETS HERE: https://security-institute.org/product/gala-awards-dinner-2020/
CPD POINTS LOOK UP LIST

Here are some of the recent activity and the points to add to your 2019 or 2020 CPD Record.
Download Certificates of Attendance for SyI events or download the 2019 CPD TOOLKIT from our website. Available here: https://security-institute.org/cpd/

If you have any questions on CPD, please contact Di Thomas on 07879 330818 or email cpd@security-institute.org.

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Congratulations to our Chairman, Professor Alison Wakefield PhD FSyI, on her recent job move to the University of West London and promotion to Professor. In her new role as Professor of Criminology and Security Studies, she joins the executive of the University’s Cybercrime and Criminology Centre, and will lead a new Professional Doctorate programme in Policing, Crime and Security commencing this April.

The University of West London was the highest climber in the Times and Sunday Times Good University Guide 2020, being ranked the seventh best modern University in the UK and entering the top 10 London Universities and it was voted the top modern University in London for overall student satisfaction in the 2019 National Student Survey. The University has a diverse student community, with 62 per cent coming from an ethnic minority background, and it ranks 16th in the UK for social inclusion.

Professor Wakefield said of her appointment:
“\textcolor{black}{\textit{I am delighted to join a University that has made such great strides in widening participation in higher education, and look forward to harnessing my links with security employers to develop routes into the security profession for our diverse body of students. I am also very pleased to be able to further enhance the opportunities for security professionals to undertake doctoral education, develop essential research to inform security practice, and serve as role models within our community for higher education and continuing professional development.}}”

UWL Pro Vice Chancellor Professor Joelle Fanghanel said:
“\textcolor{black}{\textit{We are very pleased to welcome Professor Wakefield to the University. The field of security is an area of strategic priority in education and research, and we will continue to grow our educational provision in related fields over the coming years to address security skills gaps, and promote diversity and inclusion in the security profession. Under the banner of ‘Today’s Problems: Tomorrow’s Solutions’, our research supports the security agenda in the UK. We strongly value Alison’s own contribution to the sector as Chairman of the Security Institute and are delighted to be able to support her efforts and harness her expertise. We are keen to hear from employers who may be interested in working with us to further develop career paths into security for future security leaders.}}”
Phil Wood MBE CSyP FSyl was appointed as Professor in Professional Practice and Education at Buckinghamshire New University on 1st January 2020. This recognition and conferment of the professorial title is due to the academic leadership, development and management that Phil has embedded into his work as the leading security academic at the University.

Phil's background was initially in the Royal Air Force Regiment, where he specialised in various aspects of defence activity from CBRN to counter-terrorism planning and joint staff roles. He then joined ARC Training International where he spent three years, before moving on to the University in 2009. Since then he has led the development of several security and resilience postgraduate and undergraduate programmes and is proud to have a significant number of the Institute’s membership as well as CSyPs counted amongst alumni. Phil has expanded the portfolio hugely and has transformed BNU into one of the UK’s leading institutions in its field; with more development and courses in development. What began just over a decade ago with only one course and no specialist department has grown into the much larger multi-course School that Phil leads today.

The selection process for professorship involves the compilation of an extremely detailed assessment against specific educational criteria with a panel of University and external academics assessing and making the recommendation for appointment.

Commenting on his achieved, Phil stated: “To be appointed Professor by the University is a huge honour and very pleasing for me personally. But really it is much more than that. It allows me to galvanise and draw interest, support and engagement from all quarters in academic and professional education and research areas. I will look to develop engagement with all types of sector organisation at multiple professional levels with the aim of contributing to the growth of individual and collective education and knowledge. This will benefit much more than just me and a few academic colleagues and I look forward to working with the Institute, the Register of Chartered Security Professionals, companies and organisations on developing ideas and initiatives for the continued elevation of security’s profile”.

Phil Wood MBE CSyP FSyl
appointed as Professor
Our Membership

Tom Tahany, Syl Affiliate Member, shortlisted for Outstanding Young Security Professional Award at the OSPAs

One of our Affiliate Members, Tom Tahany, has recently been announced as a finalist for the Outstanding Young Security Professional Award at this year’s Outstanding Security Professionals Awards (OSPAs). Tom has been an active member of the Institute since 2018 and has previously been nominated for the ‘President’s Award for an Outstanding Young Professional’ at the Security Institute’s Gala Awards.

Commenting on the news Tom said: “I am privileged to have been shortlisted for the ‘Outstanding Young Security Professional’ at the upcoming OSPAs awards in February, as well as for the ‘President’s Award for an Outstanding Young Professional’ at the 2019 Security Institute Awards Dinner.

Although my career within the security industry is still in its infancy, I am in a position where I have been exposed to a wide range of different scenarios and opportunities. With no background in either the Armed forces or law enforcement, I am to an extent an exception within this industry as most colleagues and peers have served in one way or another. However, I am seeing the beginning of a shift, whereby companies are giving more opportunities to young graduates like myself. This is something that I believe adds a great deal of value, with different thought processes and ideas being discussed. This is in no small part down to the work that the Security Institute has carried out in the past few years.”

As mentioned, Tom entered the industry through an academic route – completing a Masters in Intelligence and International Security at King’s College London in 2016. From there he had the chance to work for a number of intelligence companies, as well as being given the opportunity to take part in Channel 4’s ‘Hunted’ – a show that many will be familiar with. This experience allowed him to work alongside accomplished professionals from a wide range of backgrounds – policing, military, intelligence and cyber. He has worked on four series of this programme, gradually gaining more responsibility, while continuing to develop his skills and test them in what is essentially a controlled environment.

Having joined Blackstone Consultancy as an Intelligence Analyst in 2018, he quickly became involved in various intelligence and investigation projects, including running numerous complex investigations, managing and overseeing surveillance tasks globally, and carrying out due diligence. This continues to be a massive growth area for Blackstone Consultancy as a company, and he has been involved in some very large and high-profile cases. As well as this, he has recently started carrying out security surveys of both residential and corporate properties, further expanding his knowledge and responsibilities within Blackstone Consultancy.

Alongside his work responsibilities, he is in the process of completing the Certified Security Management Professional (CSMP) Diploma. All work which is contributing towards his CPD, something that Tom is a firm believer in.
The Hinkley Point C Excellence Awards 2019 were held at the Somerset County Cricket ground on Wednesday 23rd November.

Amongst other successes from across the project, the G4S Security team were recognised for their gold-standard service to the largest construction site in the UK.

Their endeavours to protect the project, people, property, information and wider reputation within the local community received accolades across four categories including the Outstanding Leader on site. There is no doubt that G4S are playing their part in ensuring that the first nuclear new build construction project is delivered with excellence.

The G4S security team received the bronze award for the Best Collaborative Team. This recognised the partnership approach of Security Institute Group members EDF Energy, and suppliers G4S Secure Solutions UK.

The approach sees HPC Security collaborate with multiple stakeholders across the construction site and other project locations to deliver a risk-proportionate and cost-efficient level of protection.

Security Institute Fellow and Chartered Security Professional Frank Cannon collected the award, along with others, from Nigel Cann.

This accolade recognises the day-to-day work of the 300+ members of the HPC Security team.
Our Membership

Syl Director, Mahbubul Islam CSyP FSyI, assumes new role at HMCTS

Mahbubul Islam CSyP FSyI, Syl Director and Cyber Security and Convergence Special Interest Group (CCSIG) sponsor, started a new role as Deputy Chief Information Security Officer (CISO) at the HM Courts & Tribunals Service (HMCTS) in November 2019.

HMCTS are responsible for the administration of criminal, civil and family courts and tribunals in England and Wales.

In his new role as Deputy CISO, Mahbubul operates as an integral part of the Digital Architecture & Cyber Security leadership team at HMCTS. A role with responsibility for leading and managing the enterprise security strategy, information assurance and processes to maintain information security risk at an acceptable level.

Mahbubul joins HMCTS as it is in the process of deploying a large scale Digital Transformation known as ‘Reform’. The rate and scale of change to be delivered by the programmes under Reform is expected to increase in the coming period, requiring additional architecture leadership focus and cross-programme integration.

Share your journey with other Institute Members

All Institute Members, any grade of membership, are welcome to submit content for the Institute Quarterly Magazine. Whether you wish to share an important work update or achievement, or discuss the latest developments within the security sector and how this affects your work. Our Media Pack (available here: https://security-institute.org/magazine-media-pack/) outlines all the criterion for submitting articles, including deadlines and word counts.

Contributors can earn 1 informal CPD point per article published in the magazine.

For enquiries please contact ben@security-institute.org
In November, Geoffrey Windeatt MSyI sadly passed away.

Geoffrey had worked in the security industry for over 20 years, working in physical and environmental security system design. In 2017, Geoffrey had completed a BTEC Level 5 in Security Consultancy. At the time of his passing he had been the Director and Security Consultant at Grew Security Consultancy for 2 years. Outside of the security sector, Geoffrey was an active member of the Gravesham Pool League.

Geoffrey will be greatly missed and our thoughts are with his family and friends, to whom we offer our sincerest condolences.

Keep Us Updated

To help us ensure you gain the most of your Institute Membership and to stay informed of any changes within the Institute, please ensure that your account information is accurate and up-to-date.

If there are any changes that we need to know about, whether it be a change in name, occupation, address or contact details - please let us know by changing your details under ‘Settings’ in the Members Area of our website.
We are delighted to announce that Admiral Lord West of Spithead, the former UK Security Minister, has endorsed our new partnership with the EY Foundation. Admiral Lord West stated:

“The security challenges facing the UK are ever evolving and history demonstrates we must always plan ahead, face those threats and develop innovative ways to mitigate the risks. That’s why I am a huge supporter of the Security Institute’s ‘Next Generation in Security’ programme.

The Security Institute has partnered with the EY Foundation to develop a Secure Futures programme. This programme engages with disadvantaged young people, to provide employability skills, structured insights into the variety of careers across the security sector and nine months of mentoring. I am proud to endorse this exciting and innovative programme, which I believe will benefit the UK security sector.”

We are wanting to allow as many young people as possible to benefit from the ‘Secure Futures’ programme, and are therefore seeking supporters to help us provide more places. ‘Secure Futures’ is a 9-month employability programme, which will be completed by a group of 16-18-year-olds from low-income backgrounds that are considering a career within the security industry. The programme is specifically designed for the sector and will include relevant skills training, professional mentoring and paid work experience.

This is a fantastic opportunity to take corporate responsibility, and help the sector secure the next generation of skilled security professionals. Funding one or more participants at £1,500 per person will pay for their work experience, employability training, mentoring, travel bursary and all additional HR and admin costs.

If you would like to support this vital programme, then please email Jade@security-institute.org
Our mission at **North Star** is to enable you to conduct business globally, no matter where the **opportunities** are taking you.

We ensure this by providing **global access** to reliable and affordable journey management services in the most **complex** environments.
#NextGen returns to ISE

For the second year in a row, the Security Institute was thrilled to partner with the Volunteer Police Cadets (VPC) and bring a group of Volunteer Cadets to International Security Expo in December 2019.

The group of 50 Cadets, aged 15 - 18, represented the Essex, Hampshire, Met, Manchester, Norfolk, Surrey and Wiltshire Police Cadets as well as the London Fire Cadets.

Their day started with a talk from our #NextGen Director, Paul Barnard MSyI, which stressed the demand for young talent within the security industry and highlighted to the Cadets the vast amount of opportunities available within the sector. Our Media Advisor Anna Averkiou then took to the stage and spoke about her career within the Media as a reporter, which helped emphasise the diverse range of roles that are linked to security. Having Anna speak helped many of the Cadets realise that a vast majority of their subjects at school are relevant to security careers, as well as realise how transferable the skills they gain through their experience within the Cadets can be.

A panel discussion with Anna Averkiou, Alison Jackson from Nineteen Events, Michael Bell ASyI from Canary Wharf Group and Lawrence Stone from Pafi Ltd then followed. The Cadets asked a great array of questions that focused on everything from GDPR, to the logistics of CCTV surveillance and the security considerations behind large scale events such as ISE. It was great to see so many of the young people engaging with the professional panel, and seizing the opportunity to gain insight from those with years of relevant experience.

Michael Bell ASyI, has repeatedly volunteered his time to support our #NextGen events. He noted that: “We as professionals have the responsibility to promote self-education, planting the seed for the individual to grow.”

Following the panel discussion, the Cadets then toured around the exhibition in small groups and spoke to the various organisations that were exhibiting. Many of the Cadets got involved with live-demonstrations of some of the industry’s cutting-edge technology, again often asking insightful questions about the engineering of the products and the various risks we currently face.
Speaking after the event, Anna Averkiou commented: “This year’s ISE (2019) was my most enjoyable trade event to date – in part because the Next Gen participants were so enthusiastic about future career possibilities. After the initial talk, I kept bumping into them around the stands and they seemed to be asking all the right questions! The Security Institute’s initiative is impressive and I do hope that as many organisations as possible are able to offer work experience and apprenticeships to help these young people get their feet on the jobs ladder.”

The feedback given by the Cadets indicates how meaningful experiences provided through the #NextGen initiative are.

Greater Manchester cadet Malinka (17) said: “Coming to the International Security Expo event was an amazing experience, this is a much bigger field than many of us realised. It was really good to hear more about #NextGen and I was proud to stand up and talk about the Volunteer Police Cadets, so thank you!”

London Fire Brigade Cadet Kleria (18) said: “This was a first for us, coming to an event of this size with our VPC partners. We are so proud to represent the London Fire Brigade and meet specialist teams, major companies and others out there keeping people safe. We learned new things, got to experience some cool equipment, learned about loads of new career options we didn’t know existed - What a fab day.”

Malinka and Kleria are now two of over 300 young people that have had the opportunity to engage with the security industry as part of our #NextGen initiative. As we enter 2020, our partnership with the VPC and various industry exhibitions will continue, allowing even more young people to learn about the security industry.

A massive thank you to ISE and all the volunteers that supported this event and made the day as informative and enjoyable as possible for the Cadets.
Corporate Responsibility

#NextGen and VPC Partnership

Shortlisted for an OSPA

We are very pleased to have been selected as a finalist at this year’s Outstanding Security Performance Awards (OSPAs), being recognised in the Outstanding Security Partnership category for our collaboration with the Volunteer Police Cadets (VPC) as part of the #NextGen initiative.

Our partnership with the VPC launched at the International Security Expo in 2018, and just over a year later it is great to have been recognised by the OSPAs. Working with the VPC has been a fantastic opportunity, allowing us to showcase the range of diverse career opportunities within the industry.

Director of #NextGen, Paul Barnard MSyl, said: “I am very pleased to hear the news of our shortlisting for this prestigious award. Young people are essential to the success of the security industry, and through this initiative we hope to inspire more into security roles. Our partnership with the Volunteer Police Cadets has helped us make great strides in changing young people’s perceptions of the security industry, which will be of great benefit to the industry at large. I look forward to continuing our partnership with the VPC, as our impact continues to grow.”

Through our partnership, large groups of Volunteer Cadets from across the country have been able to attend 5 of the country’s biggest security exhibitions, including the Security & Counter Terror Expo, IFSEC and most recently we had the privilege of hosting over 50 Cadets at ISE 2019 (read page 24-25). The Cadets have also been a welcomed presence at the Security Institute events throughout the year, such as the Annual Conference and the Remembrance Event. In addition, with the support of our Corporate Partner InternationalSOS, we have been able to run challenge days that test the Cadet’s practical skills and give them an insight into different security roles.

Furthermore, in July 2019 Polin Angelova, from the Surrey Volunteer Police Cadet won the ‘#NextGen Star Award’ at our Annual Awards Gala. She had won the award after demonstrating the skills necessary for a successful career in the security industry, and an eagerness to learn more about the different roles within the sectors. Nominations are currently open for this award, which will be presented at the 2020 Gala Awards, see page 12 for more information.
Over 300 young people have been involved with various opportunities as a result of our #NextGen partnership with the VPC. Founder of the OSPAs, Professor Martin Gill CSyP FSyl, commented: “The standard of entries this year has once again been extremely high, providing some real challenges for our experienced set of judges, who all marked independently to a set of ethical guidelines. All those who are finalists reached a score threshold and those with low scores or were ranked lower than tenth equal are eliminated. This ensures our finalists represent the very best in the industry.”

This is a major achievement and is only possible thanks to the hard work of the team lead by our #NextGen Director Paul Barnard and everyone behind the scenes at VPC. A big thank you to our Corporate Partners, Exhibition Partners and Volunteers that have supported this vital initiative.

Rick Mounfield CSyP FSyl, Chief Executive of the Security Institute, noted: “This is the third time in the past year that the Security Institute’s #NextGen initiative has been shortlisted for a national award, winning at the British Security Industry Association (BSIA) Awards. Our strong partnership with the VPC is key to our success.’

Tim Mann from the VPC was equally delighted with the news, and spoke of the positive impact that this partnership has had on so many of the Cadets: “Seeing our young people having amazing experiences meeting professionals and teams, thinking about future careers and opportunities in a totally new way – that has been the best”.

Finalists will now go forward to the next phase of the competition and winners will be announced at the OSPAs awards dinner taking place on Wednesday, 26th February 2020 at the Royal Lancaster London.
Working in the security industry for more than nine years had given Thomas Ramm a wealth of knowledge and front-line experience. However, when it came to progressing higher up the career ladder, a lack of recognised qualifications was holding him back. “I speak to a lot of people in my position, who have a lot to offer, but can’t make the interview shortlist because potential employers want proof of their capabilities,” explains Thomas. It was following a major life incident that he decided to put in place a firm plan to get the qualifications he needed to reach his career goals. Thomas adds: “Whilst attending an event I was speaking to some fellow members of the Security Institute and they recommended I look at the training courses offered by PerpetuityARC Training.”

Thomas made a list of the courses and qualifications and began throwing himself into training for the first time since obtaining his Door Supervisor licence in 2007. His first step was to enrol on The BTEC L3 Security Institute Certificate in Security Management.

Commenting on his experience of the course, Thomas states: “The course was extensive, but I was able to study at my own pace. I learnt so much during each module and it was reassuring to know I could always contact the PerpetuityARC team, who were so supportive and helpful, providing me with personal tutoring and assistance during my time on the course.”

Keeva Gilchrist, Learning and Development Manager at PerpetuityARC Training adds, “Twenty years ago, experience was the major factor when applying for a job. However, in today’s world, relevant qualifications alongside sector experience are essential when looking to progress up the career ladder. Our courses are designed by practitioners for practitioners, incorporating security management theory and relating it to real world best practice.”

Thomas adds: “I now have a CV that has the right balance between on-the-job experience and academic qualifications.”
Lee Vincent MSyI - BTEC Level 5

Lee Vincent had experienced a hugely successful military career spanning 3 continents and multiple countries. After 12 years guiding troops through highly skilled procedures and operational training around the globe, Lee finally decided it was time to hang up his boots and become a full time ‘civvie’. Bolstered by his army training, he found himself drawn to the world of security.

Like many individuals, adapting to civilian life was a challenge after so many years in the army but Lee noticed that a lack of formal qualifications, was holding him back: “I had a small insight into the civilian aspect of security but not much more; I wanted a decent security management qualification on my CV before I started interviewing. I wanted more of an understanding, I wanted to develop, but the idea of going back to school was daunting.”

For many people, getting back into training after being away from school since completing GCSEs feels like a nerve-racking task, but the key lies in the support: “I was still in the military when I completed this course, but luckily I was fully coached and supported throughout. The Level 5 is thorough, but there was assistance on hand from the PerpetuityARC Training team when I needed it, and the tutors were really helpful in explaining tasks that I wasn’t sure about. I definitely learnt a lot.”

Lee admits that it’s not all daisies: “You do need to manage your time. Long distance learning is great in its flexibility, but it takes dedication and discipline; you have to plan your time effectively if you’re going to get anything from it.” But he also acknowledges the changing scene across the security sector, with a growing necessity for formal qualifications – a trend echoed by other students: “the need for qualifications is becoming more and more apparent. Since gaining my Diploma from The Security Institute more doors have opened for me and interviews have progressed. It’s even been a talking point after they’ve spotted it on my CV – something which my colleagues have also experienced.”

Since completing the course Lee’s noticed not just an improvement in his professional career, but also his confidence. He says: “having credible qualifications not only makes you more desirable in an increasingly competitive market, but it also backs up your knowledge. For me, it’s laid the foundations for professional development and future learning. My confidence in my ability to learn by ‘going back to school’ has grown hugely since this course.”

When asked where he sees himself in five to ten years’ time, Lee says: “I would like to progress to in-house security and risk management. Maybe even be head of security for a large company.”

Returning to training after being away from education shouldn’t put people off. Lee’s testimony is proof that no matter your age, background or experience, choosing to re-study and gain qualifications can provide more than just better career prospects. We hope it’s reassuring that no matter the circumstances, learning can and should be a positive experience for everyone.
Security sector professionals know time may be the only thing between many businesses and an incident with potentially devastating consequences. As technology develops the threats companies face are darker and more difficult to overcome than ever before, as criminals increasingly shun physical attacks in favour of sophisticated cyber-crimes.

The sector faces its biggest challenge yet: how do we get the shadowy, intangible threat of a cyber-attack at the top of the agenda, when we make up just one part of a wider business with competing priorities? We talk about “security by design”, but how do we encourage our colleagues to put it at the top of the list?

For Dr Jane Trinder, Director of Cranfield University’s new Business and Strategic Leadership MSc for security professionals, effective leadership is key.

She said: “Big security concerns are becoming more prevalent, but we know from speaking to security professionals that, for many, it can be a challenge to ensure these issues have the right focus and priority within their business. When companies are working hard just to survive it can be difficult to get people to think about issues that don’t seem to add value in terms of more customers. But, for a business to be protected against future threats a discussion about security needs to be built into every part of everyday business. That’s not top of the agenda for a lot of people at the moment, and we need effective leaders to bring it through.”

As a world-renowned provider of post-graduate education, Cranfield University has been training the next generation of senior leaders for more than 50 years.

In partnership with the Security Institute, academics from the University’s School of Management have developed a Business and Strategic Leadership MSc aimed at security industry professionals. The year-long course is tailored towards the issues that dominate the sector, and open to members of the Security Institute.

Dr Trinder said: “The course is focused on developing leaders to handle strategic challenges in their organisation, including putting cybersecurity at the forefront of policies, procedures and culture.

We help participants to understand their broader business context and how to lead the change they need to see, then support them to apply that learning back in their own organisation.

We teach them how to provide themselves with the space to lead through delegating, engaging and empowering others, and handling conflict more effectively. Participants gain the knowledge, skills and behaviours to set strategy, direction and vision; provide a clear sense of purpose and drive strategic intent; identify longer-term opportunities and risks; develop a learning practice to enable sustainable leadership; and deliver as a leader rather than as a manager.”
Cranfield’s Business and Strategic Leadership MSc meets the requirements of the Level 7 Senior Leaders Master’s Degree Apprenticeship Standard, and organisations can use up to £18,000 of their apprenticeship levy to fund participation.

Chief Executive of the Security Institute, Rick Mounfield CSyP FSyl, hailed the course as leading the way in business education for the sector.

He said: “It is well recognised that security leaders today must be able to articulate the value security can offer to business. Global and strategic security concerns taught alongside business administration in a Masters-level degree is revolutionary. The Institute is delighted to partner with MBA triple-accredited Cranfield University to support strategic security leaders in their professional development.”

For Dr Trinder, it’s also about the personal journey participants undertake during the course.

She said: “We know from speaking to them afterwards that the people that go through the MSc get tremendous benefit from it, not just in their working life but in their lives generally.

It can be life-changing for people in a positive way. A lot of people grow immensely. They find that the things they once worried about or found difficult either go away completely or are mitigated.

I’d encourage anyone thinking about it to give it a go. We will work you hard but you will have fun too, and what’s more you’ll be embarking on the journey that you want and need to go on.”
Our online Professional Development Platform brings a vast range of eLearning resources to the fingertips of our members, helping discover and develop essential career skills. Members have access to interactive courses on a broad spectrum of topics, as well as expert-advice videos and articles. The constantly updated material ensures that all of our members are up to date with the latest employment trends, and are the best equipped to achieve their career aspirations.

It is also important to note that using the platform is a great way to acquire valuable free CPD Points.

**Working Abroad**

Working abroad, whether temporarily or in a permanent role, can really help you to broaden your horizons and give a boost to your professional as well as personal development.

However, alongside all of the benefits that can be enjoyed through working abroad, there a number of complications that can occur. It is therefore important to plan your time away carefully and consider all of your options before taking the leap.

This course considers the benefits of working abroad, how to find the best opportunities available and how to prepare for your big move.
Aiming for Success at Assessment Days

Some recruiters run assessment days to find the best candidates for employers. There are a series of videos recently uploaded to the platform on this topic.

‘How you might be assessed at an assessment day?’: This video explores what happens at one particular recruiter assessment day, giving you an example of the different tasks and activities you may be asked to complete if you’re invited to an assessment.

‘Benefits of attending a recruiter assessment day’: This video outlines the reasons why you should attend an assessment day, and how this can help you build your confidence and develop key skills.

There are a range of other videos available on the topic of assessment days, which can ensure you are prepared for success.

Artificial Intelligence and the Future of Work

Artificial Intelligence (AI) has become deeply ingrained in our daily lives and that includes the world of work. AI refers to computer systems that can perform tasks that usually require human intelligence. For example, they can solve problems, recognise speech and learn from data. This article explains how AI may impact the way we work and the jobs available to us in the future.

This article has been added to our ‘Understanding Desirable Skills’ pathway, which compiles a diverse range of skills that are in high demand across the Jobs market. Using the resources available to you within this pathway will ensure that you are aware of the demonstratable skills that employers often look for in candidates.
At the start of 2020 many of us will have made resolutions for this New Year. We probably made resolutions last year, possibly the same ones we made this year, but somehow by the end of January we become so overloaded with the demands of everyday life the resolutions fall by the wayside. Having a mentor could mean the difference between finally achieving resolutions and giving up on them for another year. By entering a mentoring relationship as a mentee you will be encouraged to set time aside to work with your mentor to work on developing yourself: analysing where you currently are, identifying strengths and opportunities that can be built on, overcoming weaknesses and threats, setting clear goals and planning a route to achieve those goals.

The Security Institute offer an online Mentoring Platform, which is accessible through the Members Area of the Security Institute website: https://security-institute.org/members-area/. This resource is available as a member benefit, and designed to support professional development for all levels of experience with categories that provide guidance for those currently in education, applying to become a CSyP and many other areas of expertise. The platform can match mentors and mentees according to their sector, skills, meeting preferences and regions.

According to a statistic from Forbes, employees who have mentors are five times more likely to be promoted than those who do not. Mentors also benefit as they get promoted six times more often than those who have not been mentors. In addition, according to global employment consultancy Robert Walters, 83% of professionals would like to participate in a mentoring program in their company but only 29% of them actually have that opportunity. So why is mentoring so popular?

Mentors are important in facilitating career mobility and professional fulfilment. They can provide a unique perspective which can make the difference between a promising career and a successful one. A mentor is an experienced, trusted supporter who will give valuable advice whilst encouraging you to make the most of your career and yourself.
Although the final decisions are always in your hands, a mentor can be invaluable in guiding you to consider your options, get new information, identify the support you need and help you to make informed choices. A mentor can provide access to impartial, non-judgmental guidance and support. The right mentor can change the mentee’s life. Mentors have guided some of the world’s most influential people - Bill Gates had Warren Buffet as a mentor, Tina Turner mentored Mick Jagger, Mark Zuckerberg had Steve Jobs and Sir Richard Branson had Sir Freddie Laker.

Reach Your True Potential

Mentoring is all about the transfer of knowledge, experience and skills. The goal of the mentor is to help the mentee realise maximum potential in their career, business or life in general.

Mentoring can make an impact on many career development areas including:

- how to enter industries and professions
- how to progress within industries and professions
- specific job challenges
- specific industry challenges
- how to move job roles and industries
- how to ensure true potential is reached

A Great Mentor:

- Listens to the mentee’s plans, goals challenges and acts as a sounding board
- Provides respectful input and constructive criticism on the mentee’s aspirations, decision-making process and behaviour
- Is a source of encouragement and support during difficult times and setbacks
- Encourages independent decision making
- Challenges the mentee to push beyond their comfort zone
- Facilitates connections and career opportunities for the mentee through networking and access to resources.
- Shares experiences and will offer specific advice

In this rapidly changing world it is important to be self-aware and plan for your career. Although plans can change and flexibility is a key advantage in the current job market, knowing your strengths and areas where you need improvement and the general direction you would like to take are key elements to success. This is where a mentor can help.

![Image](image-url)
Mentoring isn’t a one-way street

Mentoring isn’t a one-way street with just the mentee benefitting, becoming a mentor can be a valuable experience for the mentor too.

Widen Your Perspective
By working with a mentee you will gain insight into how others approach challenges and in turn may learn new things in the process. Your mentee may have a different perspective, as well as knowledge and skills that you don’t. Mentoring will give you the opportunity to develop your own learning.

Connect with the Next Generation.
While junior associates may not be as experienced what they may possess is connectivity to the ‘new’ and the ‘next.’ Through the mentoring role you will not only be passing on the knowledge you have gained along your journey, you will also learn from a generation connected in very different ways.

Be seen as a Thought Leader.
The act of being a mentor instills confidence. Whether engaging through the workplace or through an external organisation, adding a mentoring role to a CV will reinforce your thought leadership and subject matter expertise status.

Enhance Leadership and Management Skills
By becoming a mentor you will naturally learn how to improve your active listening and questioning skills. You will develop your ability to empathise, motivate, reason and build rapport. You will then be able to use this emotional intelligence in your own career.

Improved Problem-Solving Skills
Working with a mentee will expose you to problems and challenges you may not otherwise have experienced and by working with a mentee to help guide them toward a solution you will further develop your own problem-solving skills and gain knowledge in new areas.

Feel Good factor
Being a mentor feels rewarding. Knowing that your skills and experience have helped someone else to succeed is a great feeling.

CPD Points
Participating in a mentoring relationship can help acquire valuable CPD points, earning 1 informal point for every hour of time spent mentoring.

The Role of a Mentor
The thought of becoming a mentor can be a daunting prospect. The idea of guiding someone else in their career can feel like a big responsibility. What if you are asked questions you don’t know the answer to? No one can know the answer to everything. In fact, that is one of the key benefits of becoming a mentor. It will give you exposure to new challenges that you might otherwise not experience. Your role will be to work with the mentee to look at options, evaluate these and come up with a solution.

The role of mentor isn’t to have all of the answers. It is to be able to share your knowledge, perspective and experience; to work with the mentee and to act as a sounding-board to their ideas and proposed solutions. Your role will be to ensure that they look at as many different options and scenarios as possible. Even if you don’t have the answers you are likely to have a very good idea of how they can go about finding the answer.

Mentorship takes commitment but the results for both the mentor and the mentee can be life-changing. Make 2020 the year that you finally achieve your New Year resolutions – with the help of our mentoring platform.
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Finalists for the 2020 Outstanding Security Performance Awards (OSPAs) announced

The OSPAs have run in the UK since 2017, and are now offered in 12 countries around the world, with an active focus on being independent, credible and transparent. By asking each of the major security associations to nominate a judge, The OSPAs aims to have a representative judging panel. Also, by publishing the marking criteria on the website and asking the judges to agree to an ethical judging policy the awards strive to produce truly credible winners.

In the security world, it is difficult to show that you do a good job. Some say cynically that when a security professional reduces crime the response isn’t “well done”, the response is “good, in that case, we don’t need you anymore”. Yet security is much more than merely the protection of assets, it is about helping organisations to operate effectively and make profits. This is the transformation process that is taking place amongst good security professionals around the world. Sure, security will protect your assets but more than that security personnel will help organisations achieve their objectives. That is why being good, very good at security is important and why showcasing its benefits is essential. It is why the OSPAs were created.

Security is a diverse topic and involves a whole range of activities, each of which can be important not just to the protection of an organisation but in extreme cases to its very survival. We are all aware of situations where poor security or no security at all has led to people being injured or killed or companies failing. Far less often do we hear about the many more instances where good security has prevented these and other tragedies. It is important to encompass the range of activities that are covered by the word ‘security’ – they are all important - and to that extent the OSPAs offers awards in a range of categories. The key point is that to win an OSPA you need to be outstanding and being outstanding matters, a lot.

The OSPA Categories include:

- Outstanding In-House Security Manager/Director
- Outstanding Contract Security Manager/Director
- Outstanding Security Team
- Outstanding Contract Security Company (Guarding)
- Outstanding Security Consultant
- Outstanding Customer Service Initiative
- Outstanding Security Training Initiative
- Outstanding Security Installer/Integrator
- Outstanding Event Security Team
- Outstanding Security Partnership
- Outstanding New Security Product
- Outstanding Security Equipment Manufacturer
- Outstanding Security Officer
- Outstanding Young Security Professional
Additionally, the UK OSPAs includes a Thought Leadership Summit in the programme. This provides a platform to generate debate about key issues facing the industry. The Summit facilitates discussion among security experts, while hearing perspectives from outside the security sector.

The third UK OSPAs Thought Leadership Summit, organised in association with the NSI, takes place on Wednesday 26th February 2020 at the Royal Lancaster London before the Outstanding Security Performance Awards ceremony - and is set to deliver a lively, thought-provoking and engaging event.

The programme will address the increasing challenges faced by the Guarding community, such as the Living Wage and the rogue labour risk from some labour providers. The event will also examine the Police-Alarms Industry partnership in false alarms management of the last 20 years as it faces increasing pressures from players operating without a mark of approval, new technologies and methods.

The finalised programme will be announced soon. Doors to the Thought Leadership Summit will open at 11:15, lunch will be provided, and an exhibition of products and services will be on display.

The event will finish at 17:00 and the OSPAs Awards dinner will follow at 18:45, where winners will be revealed in 15 categories including the Lifetime Achievement Award which is sponsored by the Security Institute.

Places at the Summit and the awards dinner are limited. Those interested in booking Delegate places for both events can find out more at: https://uk.theospas.com. There are also opportunities to exhibit on tabletop stands during the Summit.

For more information please email: enquiries@theospas.com
Private security. Arguably one of the most necessary industries in our society today. From terror attacks to cyber hacks, business continuity, resilience and most importantly, public safety is critical to a functioning society.

Why then as an industry do we struggle to dictate our own value?

There is a lot of talk in our sector at the moment about “professionalisation” – but what does this mean? Who or what is it that needs professionalising? We talk about the “industry” as an entity, but we need to break this down.

We have the regulator, the service providers, the purchasers and the individual. Each with their own important role to play. The latter however, are the face of our industry. They are who the client and the public encounter every day and it is arguably the role they play that dictates the public perception of “security” and the standards of which our levels of professionalism are measured against.

So where do we start? If we look across the water at other industries, we can start to identify a few key differences.

Define Career Paths

Without defined career paths it is much more difficult to organically grow an industry. To bring in and develop talented individuals from the bottom up.

At school we are expected to have some kind of idea what we want to do as adults. Careers in medicine, law and finance for example are viewed as smart career choices. Schools encourage entry into one of these professions for several reasons – there is high earning potential, an opportunity to continually develop and quite frankly, it is easy to explain what you need to do to get there and the role you will actually perform when you’re there. I am a great example of this I literally became a solicitor because I had no idea what to do and it seemed a clear route to get paid!

Could we create more clearly defined routes to particular roles? Could we then as an industry promote these better at a grassroots level?

If I was told at the age of 16 that I could work for a global organisation, travel the world, lead teams of talented individuals, have flexibility and autonomy, have great earning capacity and be vital to the safety and security of hundreds, even thousands of individuals or assets, I would have been very interested to find out how and where I got started!

If we consider those already in the industry, the creation of distinct career paths will go some way in removing the perceived glass ceiling that many, especially at the lower-skilled end believe exists. Not only that, but the purpose behind why
you are doing what you do is clearer and there is more incentive to be better, to stand out and to be recognised. The security industry offers so many opportunities, yet lack of knowledge as to what they are, or not knowing how to access those opportunities is part of the problem that one could argue has ultimately led to a complacent culture.

To get to the top of a ladder you must start at the bottom. You cannot get up the ladder without physically taking a step upwards and then slowly but surely with enough perseverance, and hopefully not too many wobbles you reach the top. If you do not know you are on a ladder – what incentive do you have to take that first step?

By creating clear paths to the top there is far more incentive to perform or even out-perform in your role at the bottom. There is now a very real reason to be better than your average because the rewards are far clearer.

**Encourage Professional Development**

Qualifications are key to a professional industry. However, few people want to spend money, time and energy on a qualification when the benefit of doing so is not clear. To become a Partner in a law firm you need a law degree - £27K, you need to go to law school-£10K, you need to train for 2 years on a low salary, and you need to work your way up from trainee, to NQ, to associate (you’re now finally starting to reap the financial rewards), to senior associate to then hopefully Partner.

To become the Global Head of Personnel and Security Risk with an international organisation you need to…..

Exactly, I have no idea. I don’t know what qualifications you need, I don’t know what relevant experience you need, and I don’t have any idea how much you could earn at that level. If it’s not clear how you can attain a particular position – professionally or financially, then is it any wonder we lack drive and ambition? Two key contributors in maintaining a professional attitude.

**Create Role Models**

The industry needs more relatable role models. For an industry that was once seen as typically an “old boys” club we have come a very long way. We are slowly but surely diversifying, and as society changes the role that we as security professionals play has massively expanded.

The skills, backgrounds and experiences needed to perform particular roles is vast. The perception that the best security professionals come from ex-forces or police backgrounds is outdated and we recognise the need for diversity.

But if we don’t promote this fact – how does anybody know how relevant their skillset could be to us?

“*The whole is greater than the sum of its parts*” - coined by the philosopher Aristotle, yet aptly defining the modern concept of synergy and wholly applicable to the situation we find ourselves in today.

Professionalisation of the industry will take time and effort. Although only touching on a couple of areas, the above would suggest that although we need to break down each entity of the industry in order to establish what role each part can play. Ultimately we need to work together, create standards, set bars, and ultimately talk about and promote what the industry has to offer to those currently in it or considering a move across.
Adopting a standardised risk-led approach to security risk management (SRM) is the current hot topic amongst those responsible for managing security and operational risk. But what’s the driving force behind it? Why are businesses and other organisations now reassessing their approach to SRM?

Much of my work over the last three years has been with organisations (I include business, enterprise, non-government and government bodies in this definition so will refer to organisations throughout), that want to standardise their SRM process.

The reasons why are varied and often also dependent on the who – who is championing the shift and what does it mean to them and their role within the organisation. My recent experience has demonstrated that the ‘why’ generally falls into one of four categories. It’s about:

- Improving understanding within the organisation about what SRM actually means
- Better justifying the annual security budget/security spending
- Aligning SRM to existing enterprise risk management processes
- Elevating the security function within the organisation

So, if for whatever reason, you are managing security and/or operational risk within your organisation and want to move to a standardised approach, this is for you.

I’ll share what I’ve learned about the challenges you may face and highlight some of the potential pitfalls so that you can avoid them.

It’s easy to have your efforts undermined before you even begin. So, my advice is don’t try and rush the process, survey the ground and put some foundations in place, before you start.

One of the biggest challenges that face security professionals is demonstrating an in-depth understanding of the organisation. Not just from a security perspective, but from a business perspective – this applies to for-profit and not-for-profits alike. So, what do I mean by this?

Historically the security team may have been seen as the ex-military, police or intel people who generally say no. Those times are changing and understanding how the role and function of the security department can unlock value for the organisation is often a critical driver in the acceptance and adoption of a standardised SRM approach.

Start by challenging your understanding. What’s the purpose of the organisation, how does it operate, where does it operate? What are its values, mission and vision for the future? The role of SRM is to enable your organisation to thrive in whatever circumstances it operates. By developing your understanding of those drivers and improving your knowledge of who the key stakeholders are, you can establish whether or not your organisation is ready to take a more business-like approach to SRM. That understanding is your foundation for change, without which your efforts may well be wasted.

The key is to open up a dialogue across the organisation up to and including senior management. If you can demonstrate that you know and understand the organisation and its goals in the way they do, you are more likely to be able to engage them in discussions about change. If you conclude that the organisation isn’t yet ready to adopt a standardised SRM approach, it will help inform what you need to do to get it there. Ultimately, without senior management buy-in, your efforts to effect change will fail. So, let’s look at the process in more detail.
Putting the organisation into context

You need to build an in-depth understanding of your organisation and the environment in which it operates. Who has ultimate responsibility for risk (not just security risk, but the risk in its widest, enterprise context)? How is risk reported and who internally is involved in the conversation? What's the business plan? What are the key objectives that your organisation needs to meet to be successful?

The key to communicating with the organisation is to do so in the language of its leadership. This is your starting point to positioning security as a function that can unlock potential rather than inhibit forward progress.

Becoming risk led, as well as compliance led

Moving from compliance led, to a risk led approach that will shape the compliance requirements, requires a subtle but significant change of mindset. It also demands the answer to the question ‘what is a risk led approach?’. There are several different enterprise-level risk (ERM) guidelines in common use. You need to understand which approach your organisation is taking, and its risk appetite. Then you will be able to align your SRM approach with it.

Your organisation may not have a mature enterprise risk approach, and that too is fine. By initiating the ERM conversation in its widest sense, it will bring you closer to your decision-makers.

Risk identification sits at the heart of risk led approach and most risk guidelines prescribe a need to understand the following at an organisational level:
- The priority of critical assets that support it
- The threats that those assets may be exposed to
- The vulnerability of those assets to the threats

That knowledge arms you with the hierarchy of risks to your most critical assets, against which you can focus your mitigation planning. Put simply, it’s about protecting only that which needs protecting.

By demonstrating your in-depth understanding and aligning the security process with your organisation’s overarching approach to risk, you’ll achieve two significant outcomes: closing of the gap between the two and improved dialogue with key decision-makers.

Remember, as a security professional, you don’t own the risk. In all likelihood, the asset owner owns the risk and you are there to offer specialist advice to enhance their decision making.

Moving to implementation

When you are ready to move to the implementation phase then focus on:
- Communication with stakeholders inside and outside the organisation. Transparency is key. Encourage open and honest debate and information sharing.
- Reviewing the assets available to you to support the shift to standardised SRM. That includes budget, people and infrastructure.
- Training your team in the best way to adopt the change of methodology both initially and overtime. For example, if security risk assessments are only carried out and updated annually, then skills fade is a consideration.
- Digitisation – in these days of big data, more and more business process require digitisation to be effective, and the SRM process in your organisation may be no different.

Greater governance

Taking a risk led approach and implementing a standardised SRM approach is, I believe, the key to being effective. By demonstrating an in-depth knowledge of the organisation and its direction of travel, the security function will build trust and understanding internally.

Standardised SRM will drive continuity which supports conscious decision making and means that available assets (including money) are used to best effect where and when needed. It also ensures that the organisation can best exploit the opportunities available to it.
Introducing our New Corporate Partners

Crime and Fire Defence Systems Ltd

Established since 1994, Crime and Fire delivers state-of-the-art cost-effective security solutions, to the highest quality and safety standards. They design, construct, install and maintain perimeter fencing, electrified fencing, intruder detection, CCTV, access control and control room monitoring systems.

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Hardstaff Barriers are a multi-award-winning manufacturer and supplier of protective barrier and perimeter security systems. Available as both temporary and permanent solutions their hostile vehicle mitigation systems (HVM), perimeter fencing, concrete security barriers and access gates which designed for one thing: to keep people and property safe.

MAST Security

MAST Security has developed over 13 years and boasts a detailed knowledge of security that is now applied across 4 keys areas: maritime security, land-based man guarding and personal protection, security system installation and design and security intelligence reporting and consulting. Their offices are located in the UK, Sri Lanka, Germany and Monaco, which gives MAST Security the necessary reach and making them a truly global operator.
Corporate Partners Announced as OSPA 2020 Finalists

Blackstone Consultancy - Finalist for Outstanding Security Consultant

ICTS UK & Ireland - Outstanding Contract Security Group (Guarding)

Optimal Risk: Walthamstow Wetlands Security Team - Finalist for Outstanding Security Team

SelectaDNA Tagging Spray: SelectaMark-Finalist for Outstanding New Security Product
SelectaDNA helps catch ATM Gas Attack Gang

Five men have been jailed for over 45 years in combination after a series of cash machine explosion burglaries.

The sentences come after Greater Manchester Police (GMP) officers launched Operation Cass, an investigation into a spate of burglaries targeting ATMs across areas of the North West.

One of the sites targeted was a Post Office at Heaton Moor, Stockport. However, on this occasion a hi-tech marking product called SelectaDNA Surge was activated. This stained members of the gang with a unique DNA code that stayed on their clothing and allowed them to be later identified and linked to the crime by GMP.

SelectaDNA is a unique forensic marking solution, which harnesses the encoding capabilities of DNA. The synthetic DNA contains a unique code, which links criminals to the exact crimes they carry out. SelectaDNA is currently used by 93% of UK Police Forces across the UK.

SelectaDNA Surge specifically is a forensic liquid solution for use inside ATMs to protect against gas attacks or explosive attacks. Used in conjunction with warning signs, SelectaDNA Surge is an excellent deterrent.

The five men – all from the Stockport and Manchester areas – targeted 15 cash machines in Greater Manchester, as well as in other areas across Cheshire, Yorkshire and Wales.

Lewis Murkin, Philip Clarke, Ryan Wilson and Michael Cash used explosives to carry out the burglaries, while Martin Goldstraw’s role was to provide logistical support to the organised crime group by moving vehicles and equipment.

The men stole approximately £429,960 between March 2018 and February 2019. In addition to causing thousands of pounds worth of damage to the targeted premises, and posing a significant risk of harm to nearby members of the public.

However, their spree was put to an abrupt end when officers arrested three of the gang as they were attempting to commit another burglary in Oldham. On 18th November 2019, all five men were sentenced for their crimes.
Detective Sergeant Rick Castley, of GMP’s Serious and Organised Crime group, said:

“During the investigation clothing seized from the offenders was found to contain SelectaDNA, which was subsequently linked to a specific premises and offence.

SelectaDNA evidence proved a significant part of the conspiratorial case against the offenders, which resulted in all five offenders pleading guilty to conspiracy to cause an explosion and conspiracy to commit burglary, which included 15 offences where over £420,000 was stolen.

I hope this result sends a clear message to other organised crime groups that we will not tolerate such offending in our communities, and will do all that is within our power to bring criminals to justice and make Greater Manchester a safer place.”

From March 1 2018 to February 15 2019 there were a total of 36 attacks on ATM machines across Greater Manchester. Since the men were detained there have been no recorded ATM attacks according to GM Police.

A full breakdown of the sentences passed can be seen below:

These men previously pleaded guilty to conspiracy to cause an explosion likely to endanger life or property; and conspiracy to commit burglary with intent to steal.

- Philip Clarke has been sentenced to 10 years and 8 months in prison.
- Lewis Murkin has been sentenced to 10 years and 8 months in prison.
- Ryan Wilson has been sentenced to 10 years and 8 months in prison.
- Michael Cash has been sentenced to 10 years and 8 months in prison.
- Martin Goldstraw has been sentenced to 5 years and 4 months in prison after pleading guilty to conspiracy to commit burglary.

James Brown, MD of Selectamark, the security company which produces SelectaDNA said:

“Officers from Greater Manchester Police have done an excellent job catching and bringing this dangerous criminal gang to justice. We were pleased to be able to assist them by installing our Surge solution in the Post Office ATM at Heaton Moor, which was activated when the gang struck. Clothing and banknotes were later positively identified by SelectaDNA analysis which linked the gang back to their crime scene. This process played an important part in securing the gang's lengthy sentences and keeping the public safe by getting them off the streets for a long time.”

DS Castley concluded: “From attending the police station at short notice and providing a triage of exhibits; to providing phone advice and producing an evidential package, the service provided by Selectamark was exceptional.”
Scorching temperatures by day and freezing conditions at night couldn’t stop the Blackstone Consultancy team from completing their charity challenge.

This year’s Blackstone Consultancy Challenge, saw the team of five, take on a six-day trek across the Sahara to raise money for the Children’s Air Ambulance. The charity flies critically ill children across the UK to the specialist care they need - the team want to raise £22,500 to provide vital emergency equipment to help save children’s lives.

Blackstone Consultancy is a leading intelligence and security team, recognised by the Spears 500 as one of the very best companies for private clients.

Managing Director Simon Giddins said the trek had been not been without its trials, but was for a great cause, noting that: “Seeing the sunrise over the desert was an incredible experience, as was seeing L’erg Zaher, the highest dunes in the area. The trek was often challenging, with scorching temperatures during the day and freezing desert nights. But we have a great team and the camaraderie got us through, even when the conditions got tough.”
We’re incredibly proud to support this life-saving charity. The work of the Children’s Air Ambulance is vital – as a parent, you feel reassured knowing their specialist crews are there.”

Simon wanted to offer a special thank you to their sponsors for all their help and support. The team's shirts were kindly sponsored by Cigna, Ecclesiastical, Geos360, The London Resolution, Pella Resources, James Hallam, Graphite Capital, Edenfells and Hampden & Co.

He added: “The Blackstone Consultancy Challenge sees us support a charity close to our hearts and our core values every year. So, last year we supported a veteran's charity, for our background as former soldiers. This year it's the Children's Air Ambulance because we are all fathers or uncles and next year, we will be supporting a charity related to women, because we are all husbands and sons. Not only is it part of being a responsible and ethical company, but it's important to give back to the community. At the end of the day, it's nice to be nice.”

Community Fundraising Executive for The Children's Air Ambulance, Anna Phillips, commented: “On behalf of everyone at the charity and the families whose lives have been touched by the life-saving work of The Children's Air Ambulance, we owe huge gratitude and respect to the Blackstone Consultancy team of Simon, Rob, Rufus, Tom and Simon for choosing to support us with their challenging five day trek across the Sahara Desert.

Their commitment and dedication to undertake such an amazing personal endurance mission to help raise both funds and awareness for The Children’s Air Ambulance ensures we can keep our intensive care transfer service helicopters flying – we simply could not continue our work without the support and generosity of incredible people like them”.

Blackstone Consultancy are currently only a few thousand pounds from their target and are encouraging those that haven't yet donated to dig deep in aid of this vital charity. To donate please visit: https://www.justgiving.com/fundraising/blackstoneconsultancy.
BECOME A CORPORATE PARTNER OF BRITAIN’S LEADING ORGANISATION FOR SECURITY PROFESSIONALS

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- We stand committed to Continuing Professional Development for all our security personnel
- We support the development and implementation of professional standards across the security sector
- We support the mission of the Security Institute to ensure that security professionals are recognised as being of equal standing to professionals in all other categories within modern organisations

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- Advanced access to sponsorship and exhibition opportunities

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There are three different levels of Partnership - Large, Medium and Small, determined by the number of employees working in Security within your organisation. All will receive the same benefits from Corporate Partnership.

Corporate Partners have bundles of memberships included in their agreement with us. If a Corporate Partner already employs Security Institute Members of any grade, these can be included as part of the CP bundle – members will retain their existing grade of membership. Every new person joining the Security Institute as part of a Corporate Partner bundle will be processed at the Affiliate level of individual membership.

Each will receive correspondence confirming their Affiliate membership and access to a large range of member benefits offered by the Security Institute.

I WANT TO BECOME A CORPORATE PARTNER, WHAT NEXT?

A Corporate Partnership application comprises:

- Completed Corporate Partnership Application Form
- Details of the proposed Affiliate Members
- Payment of the appropriate fee – an invoice can be requested

The Security Institute will complete company checks and take up references, and may request further supporting information depending on the outcome of the background checks.

Once completed, the Security Institute will confirm the Date of Appointment as a Corporate Partner, prepare a Certificate of Appointment and complete appointment activity.

It is anticipated that the application process will take 6 – 8 weeks.

The proposed Affiliate Members will be reviewed by the Validation Board in line with standard operating procedure, and receive individual confirmation of membership.

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Confirmation Bias and impact on Cyber Security Leadership

Cyber Updates

Mahbubul Islam CSyP FSyI

Confirmation bias is a type of cognitive bias that involves favouring information that confirms your preexisting beliefs or biases. This is a well-researched and understood topic and when applied to the security profession in its context, it can open up some thinking on how we lead as a senior leader.

Security professionals can learn their trade through practical experience or through certification which draws us into acting in a certain way based on what we have been taught. During the initial part of a security professionals’ career, this may not cause any challenges, however as the practitioner gains practical wisdom there will be a change in pragmatic decisiveness. This can be a positive if considered through the lens of leadership whereby considerations are made to challenge the thinking for positive outcomes.

A question all security practitioners and leaders should be asking is why do we have confirmation bias, whether a person is qualified, experienced or knowledgeable and how do we manage it. In the medical profession, the process of being confirmed as a doctor is well established and accepted by professionals and consumers. Whilst the security profession cannot be compared to the medical profession, some aspects of trust in practitioners and how we gain assurance could be leaned on.

In a leadership role in cyber security, I normally look at the following aspects of accountably to discharge via teams and stakeholders. However, sticking to the principle of not being biased each leader will choose their own areas.

1. **Enterprise Security Risk Management (ESRM):** The business must be able to identify, assess, mitigate, remediate and report risk effectively to the board.

2. **Breach Acceptance:** Some would suggest that security management could lead to zero breaches, as a leader it is important to acknowledge the fact that a cyber security breach will happen. Some of these breaches may be small whilst others can be very impactful leading to the organisation to lose market capital and reputation. In accepting security breaches will occur the important respond and recover processes and procedures can be prioritised and matured.

3. **Benchmarking & Automated Assurance:** In the world of digital transformation it is challenging to benchmark and provide assurance accurately. This area of focus is a way to provide the board, and anyone who has accountability, assurance that security capabilities are in place and working effectively. With the skills shortage in the cyber security profession, using tooling there is value in developing and implementing an operational reporting platform based on industry best practices will provide the insight needed on demand.
4. **Industry Collaboration & Outreach:** Whilst cyber security is still a developing industry, it is moving at a speed which is very difficult to keep up with. As a senior leader, it is not easy for your organisation to be innovative and progressive all the time. As a result, I often find myself reaching out to industry experts, organisations and professional bodies that have been delivering security at pace. Being able to learn from others and not make the same error or to reuse existing outcomes often helps the organisation in cost reduction and wastage. Bolstering collective capabilities is often seen as a negative aspect as similar businesses will compete, however in the cyber security sector it is important to be able to do this to be able to defend against cyber attacks.

5. **Integrated Security Design and Operations:** During the last CCSIG event, I was taken back to basics on embedded security. Cyber threats are real and organisations should develop integrated Secure Design and Secure Operations. Having a Secure Operations Centre (SOC) requires the analysts to understand the business to be able to react to potential threats. The size of the team will never be large enough to support the organisation. I often will look at automated tooling in order to reduce the manual work on the SOC allowing the SOC Analyst to focus on threat hunting type of activities.

6. **Strategic Communications:** Elevating security within the company and enterprise is the hardest aspect of being a senior leader in cyber security. Communicating technical aspects into business language is an area of focus to get board level support. Security is an attribute of something else and this should be communicated in a way that demonstrates the value security brings to the growth of the business or public service.
Cyber Convergence SIG (CCSIG) Update

The Cyber and Convergence Special Interest Group (CCSIG) is still forming and making progress to bring together members from the Institute and to help them demystify cyber security. There has been a huge contribution from our members at speaking engagements, attending conferences and events whilst bringing industry expertise to the SIG.

The last CCSIG event was held in December 2019 and focused on secure design, it was well attended by SIG members and non-members.

The CCSIG event included 2 students from Harrow College who have taken a keen interest in cyber security.

If you have not joined the CCSIG, why not look at the next set of events and join the working groups.

**Future Dates**

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The news throughout 2019 in the world of cyber security saw several headlines dominated by data breaches that involved the loss/theft of data. This has, in some quarters, distorted the mindset into thinking that the primary concern of security is confidentiality. This confidentiality centric approach to security can have dire consequences for organisations who fail to take account of other attributes such as integrity (the need for information to be accurate or for services to perform as expected) and availability (the need for information or services to be available).

2019 also saw the explosion of IoT, and our increasing reliance on such devices was underlined by a potential partnership between the UK National Health Service (NHS) and Amazon. The partnership seeks to leverage Amazon’s Echo device and NHS healthcare information. The intention is to utilise Alexa (Amazon’s AI assistant) to provide healthcare information to consumers. Clearly, there is much to admire about this approach; reducing the burden on overstretched resources in the healthcare sector is laudable. However, in the security space, the concept of considering the impact of something ‘bad’ happening is always (well mostly) at the forefront of security practitioners’ minds.

If you consider the typical use cases for services such as Alexa, it is mostly to ask for reminders, alarms and recipes, or maybe to control other Internet of Things (IoT) devices such as vacuum cleaners.

Impact as a pointer to risk

The point is that the more things we use such services for, the greater the impact when something goes wrong. Typically, when the impact of something bad happening increases, the risk does as well.

What also sometimes increases is the threat, i.e. the people who would seek to initiate that ‘bad’ or unexpected behaviour now have greater motivation to do so, as the impact on the individuals they seek to target is increased.

Going back to the example of Alexa, some would argue that the information being presented on Alexa is that on the NHS website however in a world where we are becoming more reliant on IoT and AI driven services such as Alexa, are consumers more likely to trust/utilise this information now it is only an ‘Alexa’ away? And what if someone can manipulate the information being presented back? Is there a potential for a more serious condition to be underplayed and vital (face to face) healthcare being delayed?

Coming back full circle, the take-away point is that a system that was built with a particular use case in mind was evaluated (hopefully) from a security perspective based on a particular impact if something ‘bad’ happened. The security measures that were introduced were (again hopefully) commensurate with said impact. If we then ratchet up the impact, it then follows that we will also need to be more rigorous about the level of security in place.

Cyber security is not just about the loss of data and when designing systems, additional attributes such as integrity and availability also need to be considered.

As we embrace more and more online services and IoT devices in the home to make our lives more convenient throughout 2020 and beyond, we need to take care in understanding the impact and therefore reliance and trust, the impact of not doing so, can be substantial.
Combining Cyber and Physical Security strengths through the Security Institute

Mo Ahddoud MSyI

Around this time last year, I was invited to speak on cyber security on behalf of SIRA at the inaugural Security Institute and SIRA partnership event in Dubai. I was fortunate to share the stage with Rick Mounfield CSyP FSyl, and it was my first introduction again to him and other representatives from the Institute. Later that evening over drinks, where the best conversations seem to happen, Rick suggested I should look to join the institute. He explained Mahbubul Islam CSyP FSyl led the Institute’s Cyber Convergence Special Interest Group (CCSIG) and it may be of value to me. In turn, the group could benefit from any experiences I could reciprocally share. While I reassured Rick I would start my application immediately on my return to the UK. In reality, it took some six months later before I finally prioritised get my application submitted. I’m glad I did because it’s one of the best decisions I have made.

One of the biggest observations I’ve found from my experience with the Institute, at the Members Lunch and the Christmas Social, is just how much cyber and physical security have in common. I know this should not be ground-breaking news, but it reinforced something I have promoted for years and this encouraged me to write this article.

If you’re not aware the cyber security industry is facing a significant skills and resource gap. This is further exaggerated by the fact more and more devices are becoming IP connected either on the corporate network or via cloud services. While I was in Dubai I was fortunate enough to be invited to a physical security awards presentation and I was blown away by the innovation in the sector. From robotic security guards sweeping office corridors to Bluetooth door access control. Many, if not all of these devices, resided on a backend server or cloud services controlling the dashboard. Recently at the Security Institute’s Christmas drinks, I was talking to somebody who explained the influx of cheap Chinese CCTV hardware and we talked about both the economic business opportunity and associated nation-state risks.

What was revealing for me was when the conversation moved to the topic of risk. We both understood exactly what we were referring to and our conversation drew on both parties’ perspectives and examples. I know this is not unique as I’ve had similar conversations to this many times before. What I have found in the past is that there is still a misconception that cyber security is all about “Geeks”. The reality is, it is simply about risk management. And when you look at that process of risk management the principles remain the same across both industries. There are many commonalities such as threat intelligence, risk assessments and incident response plans to name but a few.

We also witness the convergence of risks, such as physical security controls merging into cyber security controls and vice versa. Examples of industry sector drivers can also be seen with Gallagher’s access control system. Which in order to utilise its comprehensive suite of capabilities, it is preferable to integrate into active directory and hence move into the corporate IT network. So, from a risk perspective we converge physical access controls with systems access controls. I think the Institute has as the opportunity with the knowledge base of members that it has to lead on some great convergence initiatives. Either through simple generic cross-training or industry-leading standards collaboration. I think this is important because its widely accepted that the two sectors will continue to converge, and the Institute could lead to combining the two strengths and set the standard nationally and internationally.
An immersive and interactive conference like no other, which will forever change the way you think about cybersecurity and fraud risk management.

Security Institute members receive a 15% discount using code SECURITY INSTITUTE.
Baroness Henig CBE DL, Chairman of the Chartered Security Professionals Registration Authority invites you to join her for this annual celebration of the Register of Chartered Security Professionals.

Come and join us as we visit Stationers’ Hall, one of the few remaining ancient Livery Halls in the City of London, conveniently located near St Paul’s Cathedral.

About the Evening

Existing Chartered Security Professionals will welcome the newest to be admitted to the professional Register who are presented with their Certificates of Admittance. We will enjoy a formal evening of fellowship and celebration including a delicious meal and a VIP guest speaker.

About the Venue

Stationers’ Hall is a Grade I listed building, close to St Paul’s Cathedral. It is one of the few ancient Livery Halls remaining in the City of London. Completed in 1673 after the Great Fire of London, the Hall’s suite of magnificent, inter-linking rooms as well as the secluded garden makes it one of the most sought after venues in the City for Corporate events and private functions.

The evening will include
• Drinks Reception
• Formal 4-course dinner with wines
• VIP Guest Speaker (TBC)
• Presentation of Certificates to new Chartered Security Professionals
• Networking with senior security figures and fellow CSyPs

Date: Thursday 12th March 2020
Time: 18.45pm - 22.30pm
Tickets: £110 for CSyPs / £130 for all other guests
Book here: https://event.bookitbee.com/23609/120320-csyp-presentation-dinner
CSyP Application Workshops

Continue your professional development by becoming a Chartered Security Professional - there are now workshops available on:

• 20th February
• 5th March
• 19th March
• 2nd April
• 7th May

Joining one of these workshops will help you learn the best way to complete and submit your application, so that the admittance process is as easy as possible for you and us.

• Learn about the steps your application will follow
• Gain a good understanding of the competencies we are looking for
• What you should and shouldn’t put on your Application Form
• Meet Interview Assessors and hear practice questions

These will be interactive workshops, where you will be able to receive one to one advice on making a successful application to the Register. Applicants are encouraged to bring copies of qualification and training certificates / letters of support / examples of work etc. to discuss with the assessors and administrators.

At the end of one of these workshops, you should feel confident to complete your application, and have a better understanding of the application process and timescales, and what CSyP can do for you.

If you have any questions, please contact Di Thomas on 07879 330818 or di@security-institute.org
Mike Blyth CSyP
Chief Operating Officer at Risk and Strategy Management, Corp, USA

Being a Chartered Security Professionals means that you are part of a community of risk practitioners, with a combined wealth of personal and professional experience and expertise in the field of security risk management. It provides a vehicle through which to engage with peers within the profession of security, exchange ideas, and develop personally and professionally. I value the ability to engage with other practitioners within the field of resilience and security risk management will contribute to my professional and personal growth.

As both a practitioner and PhD student focused on organizational resilience and security risk management, this is an outlet to contribute to the body of vocational and academic knowledge through articles, studies and educational programs for those within the security profession. I will be advising my US based peers of the value of the CSyPs and the benefits that chartership offers.
Dr. Emilian-Cristian Irimescu CSyP  
Security Systems Director, G4S Secure Solutions SRL, Romania.

I chose to become a Charted Security Professional because the membership applications are managed by the Security Institute, one of the most impressive security organizations in Europe. The level of professionalism imposed by the Security Institute is very high and this fact represents a guarantee of the professionalism of the candidates and of the members. Also when taking the decision of becoming a Chartered Security Professional, an important aspect that I considered was that the Register of Chartered Security Professionals is recognised by some important professional organisations, like the Security Industry Authority (SIA) and the Centre for the Protection of National Infrastructure (CPNI).

Being registered as a Charted Security Professional compels me to maintain a high professional level and to be an example in the security community in Romania.
Upcoming Events

Women in Cyber CCSIG Event
Monday 9th March 2020
Time: 8.30am - 2.30pm
Venue: Accenture, 30 Fenchurch St, Billingsgate, London EC3M 3BD

This event is focused on celebrating diversity and inclusion in the security profession and in particular the cyber pillar. We will be exploring various topics and projects on cyber that will enhance the industry from a diversity perspective.

All the speakers and panellists are experts in the field of Security and we would like to welcome you all to take part in celebrating International Women’s Day with the Security Institute CCSIG, BCS ISSG and Accenture.

Free to attend event - booking is essential.

CSyP Presentation Dinner
Thursday 12th March 2020
Time: 6.45pm - 10.30pm
Venue: Stationers’ Hall, Ave Maria Ln, London, EC4M 7DD

Baroness Henig CBE DL, Chairman of the Chartered Security Professionals Registration Authority invites you to join her for this annual celebration of the Register of Chartered Security Professionals. Come and join us as we visit Stationers’ Hall for our annual dinner and certificate presentation. Enjoy a formal 4-course dinner before networking with senior security figures and fellow CSyPs.

Price: £110 for CSyPs / £130 for all other guests

Annual General Meeting
Tuesday 21st April 2020
Time: 3.30pm - 7pm
Venue: Victory Services Club, Carisbrooke Hall, 63-79 Seymour Street, London, W2 2HF

We hold a meeting each year which every member is welcome to attend, along with any guests or potential members. The meeting is about The Security Institute - what we’ve achieved in 2019, how your subscription fees have been spent and what our plans are for 2020. Although it is a formal meeting, the presentations are interesting and informative and its your opportunity to ask questions and gain a better understanding of all things “Institute”.

Presentations will be given by the Chairman, the Chief Executive and there will be voting for the new Board of Directors.
Gala Awards Dinner  
**Tuesday 30th June 2020**  
Time: 6.30pm - 11pm  
Venue: Sea Life Centre London, Riverside Building, Westminster Bridge Rd, Lambeth, London SE1 7PB

The Security Institute encourages and recognises excellence. It has developed an annual Awards Ceremony and recognises individuals and companies for going the extra mile.

Always aiming to deliver a unique and memorable experience, this year’s ceremony will take place at Sea Life Centre London. Guests will be treated to a 3-course dinner with fantastic views of the marine tanks.

Price: £100 for Members / £110 for all other guests

CSyP Brave New World Seminar  
**Monday 8th June 2020**  
Time: 10am - 4pm  
Venue: Aldersgate Suite, Central Hall, Westminster, London SW1H 9NH

Join us for the inaugural Chartered Security Professional’s Annual Seminar. This seminar is exclusively for Chartered Security Professionals and their personal guests and will include an update on Register developments and successes, a briefing from a senior representative from CPNI plus visions of the future in terms of the security landscape, cyber, physical, convergence, education and how being Chartered has contributed to raising professional standards and standing of registrants.

Price: £50 for CSyPs

Syl Annual Conference  
**Thursday 22nd October 2020**  
Time (provisional): 9am - 8pm. Registration opens 8.30am  
Venue: 1 Wimpole St, Marylebone, London W1G 0AE

We are back again for our premier CPD event on the 22nd October 2020. Following on from our very successful Annual Conference 2019: People-Centred Security. Tickets are now available to join us again, where we will be at a new and exciting conference venue. Come and join us! Guest speakers will provide valuable insight into the latest security knowledge, as well as an update from the Security Institute. More details will soon be released, with more information on Conference topic and full agenda.

Ticket prices vary.
## Other Upcoming Events

Industry events, exhibitions and conferences to keep noted

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Founding partners:
The Security Institute is the largest membership organisation for security professionals in the UK, with members from all over the world. We promote standards, develop and endorse education across the sector and provide a rich membership experience.

WHAT WE CAN DO FOR YOU

Membership of the Security Institute bestows credibility, enhances career prospects, provides a valuable network of excellent contacts, offers mentoring, runs a comprehensive continuing professional development (CPD) scheme to recognise your efforts in maintaining and adding to your skills base; and fantastic networking opportunities.

KEY BENEFITS OF YOUR MEMBERSHIP

- Benchmark your training qualifications and leverage your experience
- The value of your membership is recognised by employers and universities
- Exchange experience with other members at our networking events
- Enjoy access to job opportunities and our online careers services
- Gain valuable insights by being involved in our mentoring programme, whatever your career stage
- Enjoy member-only discounts
- Bi-Monthly newsletter with exclusive offers and weekly eNews update
- Members-only Linked-In Group
- Continuing Professional Development that evidences your professionalism
- Access to accredited and employer-recognised security related qualifications
- Participation in a genuinely supportive community
- Membership to the London Chamber of Commerce and access to their facilities, events and resources.