

News from your Security Institute

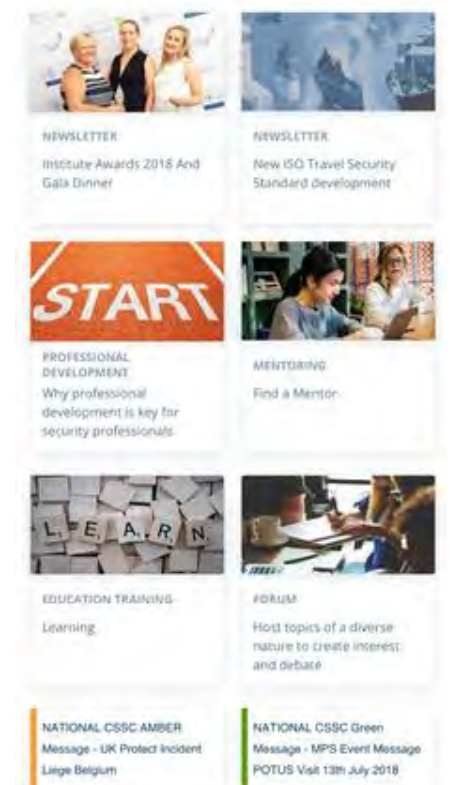
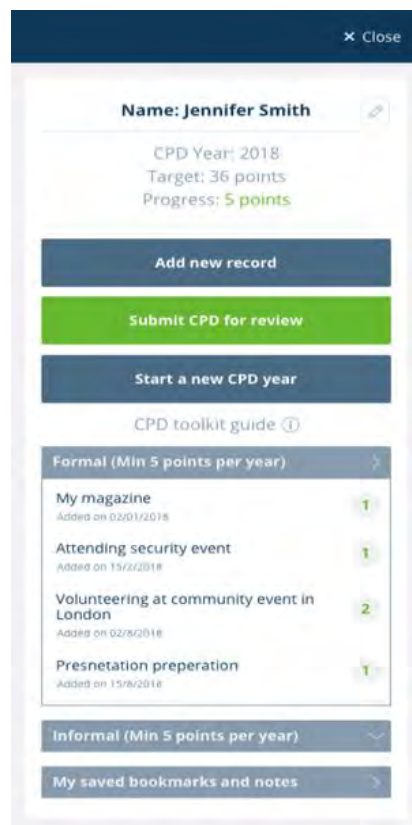
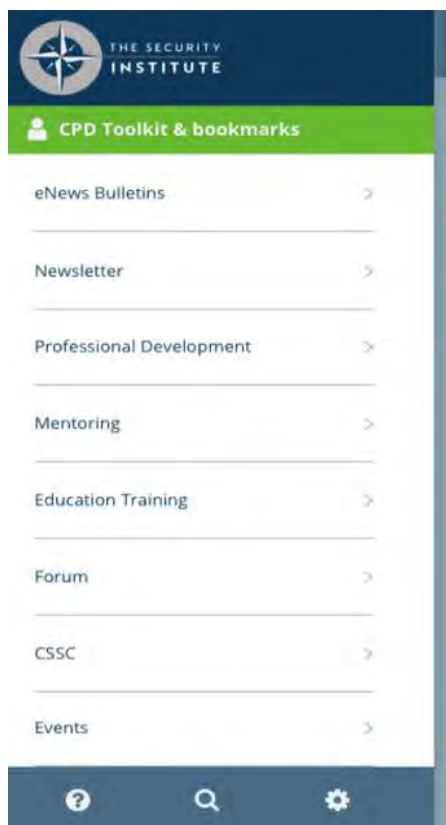


Spotlight On ... Annual Conference

Read all about our 2018
Annual Conference on
Sustainable Security

Launch of new App for members - read articles, track your CPD

Another great member benefit
launched after months of
Development



Inspiring, informing and influencing professional excellence

Chairman

Dr. Alison Wakefield FSyl



In the wake of our successful conference on 'Sustainable Security', and with the new academic year just beginning and the 2018 CPD year drawing to a close (meaning your returns will soon be due!), in this newsletter issue I wanted to focus my column on professional development. The Institute's stated organisational mission is 'to inspire, inform and influence professional excellence for the benefit of our members, the security community and wider society', with supporting aims that include the promotion of lifelong learning, development and qualification; supporting the exchange of knowledge, information and best practice; and collaborating with government bodies and other partners to influence policy.

This year we have broadened the range of professional development initiatives we offer, with the launch and development of the new website and our new career development and mentoring platforms, the establishment of a number of new special interest groups, and the launch of our Next Generation initiative to engage teens in security careers. We have also shared the expertise of our members and our organisation through articles in publications such as City Security Magazine, Professional Security, Risk Xtra and The Professional Security Officer, an exciting new venture co-edited by Institute member Rollo Davies MSyl, and we have made submissions to government consultations on security after Brexit, the cyber security profession, drones legislation and SIA licensed roles.

In late August we published our submission to the government consultation on 'Developing the UK Cyber Security Profession', which was led by our director Mahbubul Islam. It was important that we communicated our presence, interests and objectives within the crowded field of cyber security, where we operate alongside a number of specialist UK and international professional bodies including the British Computer Society, the Institute of Information Security Professionals (IISP), ISACA and (ISC)², and the consultation also provided us with the opportunity to reflect on our maturity as a professional body and on the areas in which we still need to develop.

We also contributed to separate submissions by the Chartered Security Professionals Registration Authority and the Cyber Alliance, in which we have participated since the end of last year, and which formally launched in July. The Alliance comprises 15 organisations, including a number of professional bodies, that have come together to help shape national cyber security standards, drive advances in cyber education and advise the government on national cyber security policy.

The aims of the consultation are to set out the Government's understanding of the challenges facing the development of the cyber security profession, and seek views on its proposed targets for the profession over the coming years, including the creation of a new UK Cyber Security Council to help deliver these objectives. In the covering paper published by the Department for Media, Culture and Sport, some of the challenges underpinning the consultation are outlined. It refers to the absence of a commonly accepted narrative of what makes a cyber security professional, the lack of career routes into and through the profession, the difficulty in navigating the landscape of relevant qualifications and certifications, and the resultant challenges to individual security professionals, their representative bodies and those requiring their services. The document also references the Cyber Security Body of Knowledge (CyBOK), a project by the National Cyber Security Programme to define the foundational knowledge upon which the field of cyber security is built.

Respondents to the consultation were asked to comment on proposals for the following:

- ◆ The development of a coherent set of career specialism pathways;
- ◆ The creation of a Chartered standard for cyber security professionals;
- ◆ The establishment of a commonly agreed code of ethics;
- ◆ More extensive efforts to engage and develop the next generation of cyber security professionals, to encompass those already working in other professions, school leavers, and graduates with a wider range of degree backgrounds beyond computer science and specialist cyber security qualifications;
- ◆ A common mission statement on how the profession will develop the next generation of cyber security professionals; and
- ◆ A UK Cyber Security Council, made up of existing professional bodies and other organisations with an interest in cyber security, to provide coordinated leadership of the profession.

The Security Institute's agenda is to promote a converged approach to the delivery of physical and cyber security, and as our Director of Cyber Strategy he is leading a new Special Interest Group on Convergent and Cyber Security (if you are interested in getting involved, contact him at Mahbubul@security-institute.org). The activities of the SIG will include providing guidance for our members on navigating the minefield of specialist training and certification, the publication of reports in partnership with the Cyber Rescue Alliance, and representing the Institute in partnership forums such as the Cyber Alliance.

Mahbubul's remit extends beyond the SIG, however: continuing technological advancement and its implications for cyber security mean that cyber security skills need to be embedded in the practice of all of us, as Institute members, and the promotion of their development needs to permeate all aspects of Institute business. When we speak of security, the cyber element should be implicit and a significant component of our practice as well as that of any staff we oversee. Cyber security should never be seen as a specialist silo, despite the fact that it has typically been constructed as such by government, industry and academia, and we need to challenge such thinking in ourselves and others.



A recommended starting point for building your cyber security skill set or that of your staff is the well-regarded 'Introduction to Cyber Security' 8 week online course delivered 3 times a year by the Open University's FutureLearn platform, certified by the National Cyber Security Centre and accredited by the Information of Information Security Professionals. Participants need to set aside up to 3 hours per week, and can pay £62 on completion for a certificate of achievement; otherwise, the course is free.

My general message in this column, then, is that we cannot afford to be complacent, either as individuals or as an organisation, as we move into an era in which the priority attached to cyber security skills will continue to grow. We will increasingly need to work alongside larger and in some cases more influential organisations to navigate the professional challenges presented by rapid technological advancement. Interestingly, we are seeing a parallel trend in governmental efforts to promote our national resilience from terrorism, by fostering much closer relations with the business community in the development of the Protect and Prepare workstreams of the national counter terrorism strategy. As mentioned in my column in the June issue of the newsletter, we are already well-represented in a number of collaborative forums. Given that cyber security and terrorism threats are not mutually exclusive, our involvement in major government initiatives in both areas is an important step in our mission 'to inspire, inform and influence professional excellence' in security.

Dream Teams

Chief Executive Rick Mounfield



Following such a successful Annual Conference, it would be a missed opportunity not to write about the collaborative achievements I have witnessed across our Institute. To quote HQ's Becky O'Dell on her LinkedIn account last week, "It's great to be part of a team that works so well together". I'd like to echo that from a multitude of angles.

I have always said that one of the best aspects of my job is that I have the privilege of a broad view of the industry's efforts to collaborate. Many of my contemporaries will be involved in one or two of the projects in action but not many see everything from the Cyber Alliance to the SIA's licence linked skills and qualifications review; The Police and Security initiative through to the NCTPHQ Step change summit and all its workstreams. All of the above involve a Government department consulting with the private sector and all of them have a Security Institute member right in the thick of the decision making.

A team thrives on the efforts of each individual team member working for the collective glory of the team and its goals. But there are similarities that I have witnessed in each of these successful groups. They are gleaned from the six C's to success. I don't recall where I first read about this concept but it was in an organisational management journal of some kind back during my Masters studies. Four of these C's, I offer for consideration as the key ingredients that I value.

Courage – To lead...to make suggestions and risk being contradicted. We have so many self-proclaimed experts in our industry that you can be sure that someone will try and shoot the team's efforts down. A solid team will not let that deter them. CPNI, the SIA, National Business Crime Centre and NCTPHQ have all created platforms that promote teamwork that is making a tangible difference to safety and security. Sharing vital information and listening to others.

Consistency – Promotes trust from others because the team's path is deliberate and confident. They do not falter and the collective idea is repeated by each constituent member. Everyone believes in the aim. This was the example shown by the Cyber Alliance of 16 organisations that stood together to amplify the collective belief during the professional body consultation for Cyber Security.

Clarity – The vision of the team is crystal clear. Articulated with conviction and followed through as stated. Look no further than the Security Institute Board of Directors. They set a strategic policy 12 months ago and then along with the HQ team converted every single aspect of the strategy with clarity and determination. My HQ team took that clear direction and were supported to interpret the strategy into the engagement and benefits you have witnessed this year. The board/employee relationship is the dream team.

Cont/ ...

Confidence – in each other's and in one's own individual ability. Confidence to allow innovation and trust. Without trust and confidence in each other (be that a person or a department), the outcome will never reach full potential. Confidence to recruit the skills of others that may be better than you alone is exactly what the SIA is doing across every licence consultation.

There are still silos and there always will be. However, there has never been a time where the threat (CT or OCG) has been addressed in such a collaborative way. I thank all those that are involved, representing the Security Institute, sharing their expertise without looking for praise or favour. This is the principal that the Security Institute was founded on.

Rick Mounfield CSyP FSyI

Chief Executive, Security Institute

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Please note new numbers:

Rick's mobile is M: 07843 374099

SyI HQ landline is T: 02476 346464. The old 0845 number is being disconnected.



The Security Institute HQ team L to R:

Helen Corbett (Office Manager), Rachael Short (Marketing & PR Officer) Andrea Gauntlett (Administrator), Di Thomas (Project Manager) Rick Mounfield (Chief Executive), Becky O'Dell (Administrator), Paula Stanbridge (Membership Manager) and new joiner Jade Lapper (Membership Engagement Manager - starts January 2019).

SPECIAL REPORT

Security Institute Annual Conference 2018

Author:

Colin Myers BSc (Hons), CPP, PSP, Cert.Ed, MSyl, MCMI, MSET

Keeping with the positive, upward trend of the Security Institute's membership, the 11th Annual Conference at The Crystal in the heart of London's Docklands, saw its largest number of delegates (215), being both entertained and educated around this year's theme of Sustainable Security. Conference was opened by the Institute's Chief Executive, Rick Mounfield, who welcomed everyone, and set the scene for the day's proceedings. Rick introduced the concept of sustainable security and paralleled this with the ongoing exhibition held at The Crystal exploring sustainability and environmental impact. Indeed, as one of the world's most sustainable buildings, what better venue could there be to host such an event, having sustainability at its core?

Rick's introduction was followed by the Chairman of the Security Institute, Dr Alison Wakefield, giving a warm welcome to all. Alison highlighted sustainable security is about creating security solutions that address present needs, without compromising future generations. Rather than relying on 'traditional' military and political approaches to global security, it is incumbent on contemporary businesses to contribute to the goals of the United Nations Global Sustainability Agenda to end poverty, reduce inequality, and build safe, resilient and sustainable communities. In order to do this, businesses seeking to capitalise on opportunities in developing countries should not be asking, 'What threats and risks do the community pose to the business?' but rather 'What threats and risks do the business pose to the community?' By adopting such an approach organisations demonstrate a strong corporate social responsibility that considers all elements of the triple bottom line: profit, people and planet. Alison linked this to the core themes of Conference, these being to explore global challenges of security practice at the national, local and corporate levels. After reminding delegates of the exciting new Syl CPD app that is now available to download, Alison provided an overview of the day, before thanking event sponsors, speakers, the Syl Team, and compere, Brett Lovegrove, to whom she handed over.

Building on Alison's message, Brett provided his own personal thoughts about meeting global security challenges of the modern world. Stressing the importance of approaching these very much from a multi-faceted 'team perspective', he reminded Conference of the three key drivers for the Department for International Development (DFID), under the National Security Capability Review (NSCR, 2018) as being those of fragility, conflict and instability. Brett confirmed delegates would be learning about holistic, innovative solutions to address associated security risks. Highlighting the 'international' and 'solutions-based' flavour of Conference, Brett asked delegates to consider how to do things differently. He challenged all to focus on how best to utilise the rich, diverse knowledge gained, once they return to their workplace. Acknowledging the level of professionalism, experience and expertise in the audience, Brett was reassured that this would indeed occur.

Marking the beginning of Part One of Conference, Global Sustainability, Cleo Paskal from Chatham House introduced us to the concept of adding what she calls the Third Geo when assessing risk. Highlighting the fact that 'Geography very often makes history' Cleo argued that completing a geo-physical analysis is as necessary as including geo-political and geo-economic analyses when conducting risk assessments. Providing real-life examples of the severe negative consequences of natural disasters on the critical national infrastructure of various countries, she advocates an approach that considers not only the impact organisations have on the environment, but what impact the changing environment has upon business; it is only then that a true assessment of vulnerabilities can be made. However, Cleo went on to say that even when the Third Geo is considered the interplay between geo-political and geo-economic forces - she called them Geo-political Articles of Faith (GAFs) - often present further significant challenges for the security professional. Given the apparent state of political and economic instability facing countries across the world, Cleo left us with the crucial message, 'Just before you get off the thought train, mind the GAFs!'

Cathy Haenlein, a Senior Research Fellow with the National Security & Resilience Studies Group of the Royal United Services Institute (RUSI) spoke next. Stepping outside the traditional military focus of RUSI, Cathy gave us an insight into wildlife trafficking and illegal fishing in Africa during her presentation entitled 'Environmental Crime and Organised Crime Gangs in the Developing World'. We learned how trade around both these illegal activities is booming, not least because of the significant demand for ivory and rhino horn, and the substantial financial rewards available to those who choose to poach wildlife. The basic economic law of supply and demand has led to organised crime gangs directing and coordinating such activities. However, concerning as they are in their own right, animal trafficking, poaching and illegal fishing are not activities that occur in isolation. Rather they are susceptible to crime convergence through which they are interlinked with other organised crime types that are considered high priority in the UK, such as human trafficking and drugs/arms supply. Cathy's concluding message was that concerted multidisciplinary multi-agency responses are required to deal with the complexities and diversity of environmental crime and its convergence with other crimes.

Conference Part Two 'Global Threat Actors' followed coffee and networking. Frances Nobes from World Vision and Daniel Newman from Tearfund jointly delivered a presentation entitled, Exploiting Poverty – Global Threats from an NGO Perspective. Whilst Daniel focused on drug trafficking in Afghanistan, Frances broadened her scope to examine weapons, drugs and human trafficking throughout West Africa. Although there was a contrast in the type and extent of trafficking being discussed by the two presenters, we learned that certain causes are common to all types, not least the chaotic, lawless, and sometimes war-torn environments that allow such activities to flourish. However, such environments not only support criminality but also provide ripe recruiting grounds for terrorism through the radicalisation of disaffected, disillusioned individuals, where the counter-narrative by the government is in short supply or even non-existent. They concluded by asking of how such counter-narrative may be propagated, with a view of ending the continuing instability that exists in various parts of Africa and the Middle East.

The next session saw Lt Col Massimo Pani, the NATO Stability Policing Section Chief introducing us to his professional world where he detailed the work of the Stability Policing Section in countering emerging security threats. These include organised crime, terrorism and unconventional or asymmetric threats, all of which can have an extremely disabling effect on the capabilities of an indigenous police service. Stability Policing is about supporting, or in some cases, temporarily replacing existing police functions, wherever and whenever this may be required, usually following times of war. When traditional war actions end, what is known as the security or policing gap may exist, when continuing unrest leads to further instability. The aim of Stability Policing is to fill the security gap by providing policing activities that support and promote stability until the time that local institutions can autonomously perform their tasks in full control over their own territory. To achieve this goal, Massimo stressed the importance of gaining expertise through workshops and exercising, such as Exercise Viking, which is held every year to train participants in peace and crisis management operations. He concluded by also advocating the necessity for a cross-sector approach involving all stakeholders, including those from the private sector.

The public and private sector working together was a theme very much supported during the next presentation, given by Darryl Dixon from the Gangmasters and Labour Abuse Authority (GLAA). First formed in 2005 as the Gangmasters Licensing Authority (GLA), following the tragic deaths of at least 21 Chinese illegal immigrant cockle pickers in Morecombe Bay, the GLAA's role is to investigate labour exploitation across all sectors. Darryl provided an insight into the scale of the problem throughout the UK, citing agriculture, restaurants, car washes, and the construction industry which are particularly affected. As this is very much a cross-border issue, he explained that the GLAA works closely with Europol to build capacity of EU member states' labour inspectorates and police to tackle labour exploitation. However, Darryl also stressed the crucial role the private sector has in supporting these statutory agencies. Highlighting some recent high-profile incidents of labour exploitation that have had severe negative consequences for those companies involved, he emphasised the role all businesses have in protecting their employees' human rights and in preventing exploitation of any kind.

Before breaking for lunch, delegates were introduced to Volker Wagner from ASW Bundesverband. Based in Berlin, ASW is a German Federal Association with its mission being to actively shape security across all sectors. Influential in the political arena as well as providing expert advice to both statutory agencies and private businesses, one of ASW's goals is to promote its work with a view of developing a common understanding and cooperation across borders to tackle corporate crime and espionage. It was with great pleasure and delight for the audience to learn that ASW Bundesverband is now an international partner of the Security Institute, and we very much look forward to working together in the future.





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more 2018
Conference
photos



Following a buffet lunch, during which delegates had the opportunity to network and speak with event sponsors, Brett Lovegrove introduced us to Part Three of Conference 'Migration of Threats to UK Society' and the first speaker, Tim Champion from the National County Line Coordination Centre (NCLCC). Tim's session 'Organised Crime Gangs in the UK' showed the pervasive nature of organised crime throughout the United Kingdom. Often originating in urban areas, it emanates to rural districts, often where young vulnerable people are exploited by criminal gangs. Although prevalent, drug crime is not the only cross-county problem, with crimes of violence, child sexual exploitation, modern slavery and human trafficking and firearms offences all being committed. Such crimes continued to occur because of the basic economics of supply and demand. In an attempt to break this cycle, Tim suggested the current business model of targeting end users, such as drug dealers and their clients, needs to shift to one that focuses on the organisers of crime. To facilitate this, he advocated close collaboration between the public and private sector, and use of the Modern Slavery Act, 2015, as innovative and effective ways of addressing the root causes of cross-county organised crime.

During the next session 'Converged Security Approaches' the audience was treated to an interactive presentation facilitated by Kevin Duffey, Managing Director of The Cyber Security Alliance. Kevin was joined on stage by two experts, one from the National Cyber Security Centre (NCSC) and Mahbulul Islam from the Syl, who leads the Cyber and Convergence Special Interest Group (SIG). Kevin presented a developing scenario involving a cyber security event, which was broken down into key stages. During each stage a question was asked, followed by a set of possible options around how to respond to the event at that particular point. Following expert opinions being provided by the two speakers, members of the audience used their mobile phones to vote thus showing how they would personally react to the scenario at the key points. Interesting results ensued, stimulating further discussion around the many issues to consider when responding to a cyber security incident. The overriding message from the session was that if a business is to effectively recover from such an event, then its response strategy should not be to just focus on the technical elements of the attack, but rather to view it holistically from a business perspective. In other words, apply a converged approach when dealing with a cyber-related security event.

The Centre for the Protection of the National Infrastructure (CPNI) delivered the next presentation on Addressing the Threat. We were introduced to what was called the '3-D terrorist threat' which includes terrorism originating from abroad and the UK, in addition to related online activities, such as radicalisation and funding. Due to instability in many regions of the world, not least Iraq and Syria, there has been a significant upturn in threats to the UK from terrorist groups, such as Al Qaeda and Islamic State (ISIS) since 2017. In addition to the volume of attacks, further concerns are based on their increased sophistication, and the targeting of undefended, vulnerable areas between security-protected zones, or what are known as grey spaces. We heard about some of the work being conducted by CPNI in collaboration with other public sector bodies, such as the police and the National Counter Terrorism Security Office (NaCTSO), together with organisations from the private sector. Supporting the 'protect and prepare' strands of the government's counter terrorism strategy, the CPNI works with its partners, and utilises its 40 years of research and development experience to reduce people risk, optimise people in security, and disrupt hostile reconnaissance. The video on Project Servator left us with the message that top-team support and communication is crucial in developing a positive security culture in any organisation.

A plenary session marked the end of Part Three, with the session speakers taking questions from members of the audience. Given the vast expertise both on stage and in the auditorium, a wide range of questions and answers were exchanged that stimulated further conversation well into the refreshment and networking break that followed.

John Barradell OBE, the Town Clerk & Chief Executive of the City of London Corporation, opened the fourth and final part of Conference 'Mitigation Considerations'. John's presentation, entitled 'From Businesses to Communities: Building Resilience at the Local Level' examined how both large and small businesses should work together at local level to become resilient against an ever-increasing range of complex threats. Reflecting on history, when communities had the capacity and capability of protecting themselves and being prepared for crises, he cited the Derry-Londonderry Community Resilience Project, a modern, large-scale example public-private collaboration to handle emergencies. John said London was trying to replicate this, using a faith-based approach to facilitate engagement. With 98% of the 15,000 businesses in the City of London being SMEs, one in five of which have no resilience plan, the initiative is designed to develop resilience both within the business community and amongst the 8000 private residents living in the City. Strategies include greater collaboration between businesses, more inter-agency and cross-organisational training and exercising, and developing data and information sharing. John's final message was that businesses and private individuals both operate as part of the wider community, with a mutual interest and stake in the continuing health and wealth of that community. They therefore need to work together to ensure this happens.

Two presenters from PricewaterhouseCoopers (PWC), Dan Breger and Simon Glynn delivered the final presentation of the day, raising the question of what it means to be security conscious. They advise taking a responsible approach to security that considers the organisation as a whole, its stakeholders and what's important to them not only at local level, but also in the global context. It's about ensuring buy-in from top management, not least by the security manager demonstrating that the security function is adding value to the business. Dan and Simon highlighted that CEOs are cognisant of the world becoming an increasingly volatile place, and therefore expect strategy-led, technology-based solutions. With this in-mind, they introduced us to a Corporate Security Framework that supports organisations in assessing, developing, and managing their corporate security capability, irrespective of industry or geographic reach. To apply this successfully, the security manager must acknowledge and understand the risk appetite of their own corporation, as well as key risk indicators and key performance indicators. Reinforcing the message of applying corporate security very much from an holistic perspective, Dan and Simon advocated the importance of ethical and legal issues in increasing profitability, protecting shareholder interest, and promoting UK plc on the global stage.

The end of the final guest speaker presentation, saw a return to the stage of compere Brett Lovegrove who, as eloquently as ever, provided a seamless summary of the day's agenda. Reminding us of the Conference theme, and highlighting the key messages of each speaker, Brett encouraged delegates to now practice this new-found knowledge in the workplace and consider how to do things differently.

How to do things differently was a sentiment very much reinforced by Baroness Ruth Henig, CBE, CSyl, President of the Security Institute, during her closing address. She was reassured that this would occur, given the excitement that she had witnessed amongst delegates both inside and outside the auditorium throughout the day. This excitement had been stimulated by the very high calibre of the speakers, whom she sincerely thanked along with Brett Lovegrove, Alison Wakefield and Rick Mounfield, the Syl Headquarters Team, and all the event sponsors.

Promoting the work of the Security Institute in more general terms, Baroness Henig was pleased to announce the appointment of a new fulltime Membership Engagement Manager in January 2019 to help the Institute become even more successful. She also reminded Conference of the forthcoming Charity Remembrance Event on 8th November, the New Members Welcome Lunch on 5th December, and the Christmas Party on 18th December, before thanking everyone for attending, and cordially inviting all to join her for networking drinks.

Before leaving the auditorium, delegates gave warm applause as Lady Ruth presented Corporate Partner Certificates to representatives from Esoteric, Ward Security, Tracktik UK, AECOM, TSP Projects and International SOS. Networking drinks followed in the Crystal's Sustainable Cities exhibition area, where a raffle was held and a cheque for £400 was presented to Send a Cow.

Conference 2018 had certainly been a success and reflected the Security Institute's mission to inspire, inform and influence professional excellence for the benefit of its members, the security community, and wider society.

With many thanks to
our **Annual
Conference 2018
Sponsors...**





NEW MEMBER BENEFIT

Download the App !

We are absolutely thrilled to announce that the Security Institute has launched its own FREE CPD app, available to download from the Apple and Play stores - a first for membership organisations in our industry.

How do I get it?

Visit the Apple or Play stores and download it - it is enabled for tablet and mobile, and is completely secure. It requires you to sign in as you would our website - the same login information.

What do I use it for?

In Phase 1 launched now you can use it to:

- ◆ **Read on the go** - all 2018 newsletter articles have been uploaded, and all future eNews items and CSSC messages will be included.
- ◆ **Record your CPD achievements** - The complete 2018 CPD Toolkit has been built into the app which allows you to add your CPD achievements as you go into your own record of achievement. When you've 36 points you will be prompted to submit your record for verification. You can also store evidence of your ongoing professional development, like the articles you may have read or events you may have attended.
- ◆ **Access the online member tools** - including the mentoring platform and the professional development platform.
- ◆ **Check upcoming events** - all live events currently taking bookings will be included on the app, so there is no need to print off "how to get there" details in future - you'll be able to just click through to maps, details of start/finish times etc.
- ◆ **Find details of our distance learning qualifications**

What about my existing 2018 CPD Toolkit

Nothing changes! You can still use the downloadable spreadsheet to capture your professional development each year. We are just giving you a much more readily available way of entering your activity the minute you do it. However you need to decide which method to use as they are not linked.

Phase 2 (not yet live) will include shortcuts for you to pay your membership subscription fees, book places at events and visit our online shop to stock up on your branded regalia.



Continuing Professional Development (CPD)



CPD POINTS LOOK UP LIST

Some of the recent activity and the points to score for your 2018 CPD Record.
Download Certificates of Attendance for Syl events from our [website](#).

Date	Event	Activity	Formal	Informal
5 Sep	ST18, Dublin	Attend exhibition		1
10/11 Sep	Gartner Risk & Security Summit	Help (volunteer) on exhibition stand		1
23/27 Sep	ASIS USA Exhibition & Conference	Attending Syl and CPD Partner events (per 1 hour)	2	
25/26 Sep	DISA Exhibition & Conference	Deliver a presentation	1	
3/4 Oct	Cyber Security Expo			
4 Oct	ASC Consec			
8/9 Oct	Total Security Summit, Manchester			
23 Oct	Cyber Security Expo			
12 Sep	Syl MMAG meeting	Committee work on a voluntary basis (per 1 hour)		1
17 Oct				
13 Sep	WiS Awards	Receive official recognition or award		1
25 Sep	Syl New Members' Lunch	Attending Syl and CPD Partner events (total)	2	
27 Sep	CBRE Conference	Attending Syl and CPD Partner events (per 1 hour)	2	
ANYTIME		Mentoring and/or shadowing (per 1 hour)		1
18 Sep	Syl Fellowship Lunch	Attending Syl and CPD Partner events (total)	4	
18 Sep	CSARN	Attending Syl and CPD Partner events (per 1 hour)	2	
18 Oct				
25 Sep	Syl Validation Board meeting	Committee work on a voluntary basis (per 1 hour)		1
23 Oct				
27 Sept	ASC Business Meeting	Attending Syl and CPD Partner events (per 1 hour)	2	
ANYTIME		Revalidating to higher grade of membership		1
3 Oct	ASC Consec	Attending Syl and CPD Partner events (per 1 hour)	9	1
24 Oct	Syl Annual Conference	Attending Syl and CPD Partner events (total)	14	
18 Oct	SASIG	Attending Syl and CPD Partner events (per 1 hour)	2	
23 Oct				
ANYTIME		Reading trade magazines, information websites, journals, books, texts, podcasts (per 2 hours)		1

Convergence: Making Cyber Security visible

October 2018 report from

Syl Cyber and Convergence SIG

Welcome! The Cyber & Convergence Special Interest Group exists to help security professionals lead in a world where physical and digital security is converging. Join the SIG by emailing Mahbubul@security-institute.org.

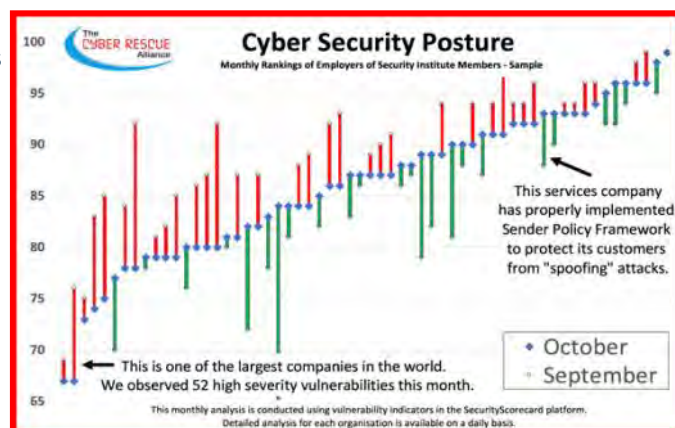
In summary, there has been several developments in respect to the Cyber and Convergence SIG and its direction. The dates for the SIG's have been selected to cover the next 12 months, in addition to this the Chair has been working with strategic partners to ensure that the SIG members can obtain relevant and meaningful information on a regular basis.

Our partners at Cyber Rescue provide insights for SIG Members, including a monthly review of the cyber security posture of our Members, and a summary of important cyber developments. www.linkedin.com/company/cyber-rescue-alliance/

This month's developments in Cyber Security Postures

This powerful graph compares the cyber security vulnerabilities visible to hackers at a sample of Syl members' organisations. This is equivalent to looking for unlocked doors and windows, suspicious behaviour and criminal chatter in the physical environment.

Security Directors should ask themselves two things about this graph. Firstly, would you know if your organisation was among the bottom ranked in the sample? And secondly, would you know if your cyber security posture was among those that went up – or down – over the last thirty days?



This month's developments in Cyber Security

"We get a lot of people hanging up" is the perhaps most remarkable insight shared by UK's National Cyber Security Centre, in their Annual Review published on 16th October.



Security Directors can help their companies respond maturely to such calls, as the NCSC has defended the UK against 10 serious cyber attacks a week in the last year.

Rapid Evolution of Cyber Threats: The number of unique cyber incidents is growing about 47% per year, but some threats are rising much faster. For example, attacks on Microsoft IIS Web Servers (used by 9% of web sites increased almost 1,000 times in the last quarter. New application exploit kits are released almost daily, while most organizations refresh security practices perhaps once a year and security solutions every three or four years. Already, standard ways of detecting and interrupting an attack fail to defend against the compressed techniques now used in 88% of attacks.

Attacks by Sector: The business sectors that are scanned, hacked and exploited changes frequently. At the moment, the Accounting, Construction and Finance experience the highest number of bad actor scans at the moment. Within Finance, attacks on Cryptocurrency Platforms doubled in summer 2018, and hackers made off with more than \$100m from cryptocurrency platforms in the Quarter. Some in the Finance Sector worry that new "open banking" regulations will make it harder to protect the economy, because increased connections increases the attack surface available to hackers.

Internet of Things: The difficulty of fully protecting devices that are connected to the internet was demonstrated by a new report on the US Military. When testing internet-connected weapons systems, the US GAO found “it took one hour to access and one day to gain full control of the system during a test.” Perhaps even more shocking was that “only 1 of 20 cyber vulnerabilities identified in a previous assessment had been corrected.”



Phishing is a way for hackers to deliver various types of malicious code, with the most frequent payload currently being cryptomining software (up 459%), followed by ransomware and then other malware. Interestingly, new research shows that Friday is the “safest” day against Phishing, with businesses losing half the number of sensitive credentials at the end of the working week, compared to Tuesday-Thursday. This may reflect that fewer emails are opened on Fridays... .

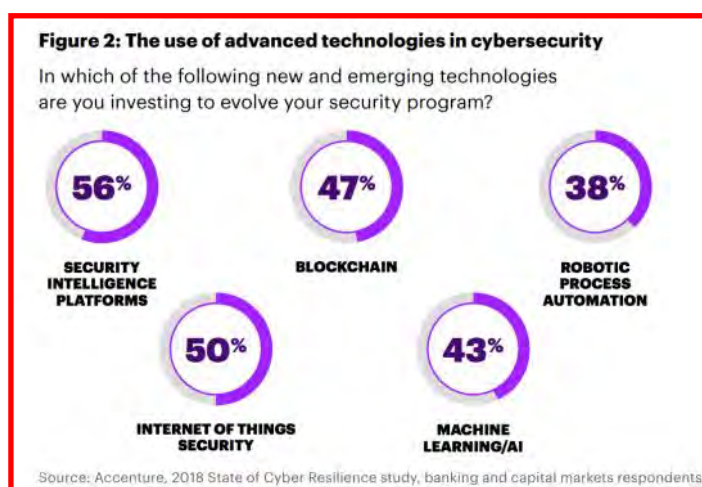
Insecurity at Suppliers: 63% of organisations have not assessed the cyber security of vendors with access to their data, although executives in the finance sector report a much better situation, with 62% holding their ecosystem partners to the same cybersecurity standards as their business.

Rising investments: Over £250 million will be invested to improve the cyber security of the UK health and care system by 2021.

In Finance, 22% of banks surveyed have increased their investment in cyber defences by 100% or more over the past 3 years. In banking, about half of companies are increasing investment in security Intelligence Platforms, security for Internet of Things, and Blockchain.

Banks are having some success, with 66% of the £1,064m reported attempts at Unauthorised Financial Fraud prevented by UK Finance members in H1 2018.

Security concerns are slowing technology investments in certain areas. A report published by AFME (Association of Financial Markets, Europe) found that only 29% of leading banks believe there'll be rapid adoption of public Cloud in the next five years, because of security concerns. This survey was released before Bloomberg's shocking report that China has placed spy chips at the main cloud providers – since disputed. Organizations should be wary of outsourcing all security measures to cloud providers, as Kmart and Sears both recently learnt to their cost. 20% of sensitive customer and corporate data resides outside the corporate perimeter. With so much data outside the corporate firewall, experts emphasize resilience and recovery as much as prevention, and strongly recommend tabletop exercises like this one.



Security and Privacy: Some Security Directors have been asked to be the Privacy Officer at their business, and most have been asked to support work to keep private information secure. In the UK, the number of breach reports quadrupled in the months before and after GDPR. So it is useful to reflect on statistics about how breaches of data security are regulated. The UK's ICO (Information Commissioner's Office) has a budget of only £27m, of which two thirds is spent on its 480 staff and contractors. The ICO issued fines totalling £1.29m for 11 for data security failures in the last year, after reviewing 3,156 data breach reports. In other words, only 0.3% of such reports lead to a fine by the privacy regulator.

Data breach impacts: in 52% of cases, some customers ask for compensation, 46% result in major reputation loss, 35% cause customer churn, 34% lead to drop in stock price, 31% result in customer legal action, and executives were let go after 23% of major data breaches.

To discuss this report, and to join the Security Institute's new Special Interest Group on Convergent and Cyber Security, please contact Mahbubul@security-institute.org. This article contains hyperlinks. If you are unable to follow them, you can access an electronic copy of the newsletter via www.security-institute.org for direct access or contact Kevin Duffey at Cyber Rescue for copies of articles email kevin.duffey@cyberrescue.co.uk or tel: 07920 766530.

New Event: Fellowship Lunch 2018

We were very pleased with the response from Institute Fellows to the idea of a private networking lunch which launched on 18th September 2018. Nearly 30 FSyls enjoyed a closed-doors briefing from CPNI followed by a delicious 3-course meal in a lovely light room overlooking the Thames and across to St. Paul's cathedral. Even those who couldn't attend told us how much they wanted to be there, which is always really useful when you're trying something new.

Richard Latham CSyP of Shakespeare's Globe kindly organised a show around of the iconic theatre before lunch, and the exhibition was also open to everyone afterwards. Thanks Richard. Thanks also to Stuart Lowden of the Risk Panel for his sponsorship of this inaugural event. It worked out so well that the Fellows have asked for it to become an annual fixture in the calendar, but to please hold it twice a year in case they are busy on one of the dates!



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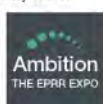
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Greet, Meet and Eat 18th December 2018

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Feel free to drop in any time and stay as long as you can.

The Admiralty, 66 Trafalgar Square, London, WC2N 5DS
From 18:30 onwards

Tickets £10 includes supper and 2 beer tokens

Everyone is welcome, so please do bring along your friends and colleagues and partners. The more the merrier!

[Book Now](#)



Greet, Meet and Eat 5th December 2018

Hello! We're the Security Institute

Come and find out how to get the most from your membership.
Meet the Chief Exec, the HQ team, and other new members.

Freemasons Arms, Covent Garden, London
12:30 Welcome, 13:15 Lunch

Tickets £20 include a scrumptious pie and a drink

This event is primarily for new Institute members but
existing members are very welcome too

[Book Now](#)



SPECIAL REPORT

Women in Security 2018

Winner: Contribution to Industry Winner

Women in Security Awards 2018

Business Security Specialist / Local Security Management Specialist

Lisa Corbridge MSyl

Those in the know agree working in security offers great career opportunities for women. From an Intern just starting out to a well qualified and experienced security professional, read their stories and celebrate their successes.

We were delighted to share Lisa's big evening at the Women in Security Awards 2018 held on our favourite ship *PS Dixie Queen* in September. It was a very special evening, with so many well deserving nominations recognising the huge contribution and sheer professionalism in the sector today.

Lisa was nominated by Mike Lees, Barnsley Hospital NHS Foundation Trust where she has worked alongside him for 10 years and where she is responsible for security of the pathology complex, mortuary, pharmacies, imaging and nuclear medicine and a team of 12 officers. She is an accredited NHS LSMS and a qualified drone pilot, and has contributed to articles in *National Geographic* and Surveillance Camera Commissioner's references, SCCOs report to parliament. Successful security and anti-crime programmes she has introduced delivered a 63% crime reduction and 30% reduction in violence last year. She was the driver behind the hospital's accreditation by the UK Surveillance Camera Commissioner's under its Code of Practice, leading to the hospital being profiled in his annual report to Parliament. She also manages the web pages relating to the certification, which provides reassurance to staff, patients and visitors. She developed an independent patrolling strategy. Project Dixon links local patrolling PCSOs working directly with the security team.



Lisa Corbridge MSyl receiving her award from Roy Cooper (Syl Affiliate) and Awards founder Una Reilly FSyl

Mike Lees said "In the NHS' 70th year Lisa is an impressive example of what is good in healthcare and public sector security management".

When asked about what spurs her on, Lisa said "I think I get the mindset from my senior manager who has always been focused on qualifications and technical competence although ironically I joined the Security Institute before him. Although I found the NHS LSMS course valuable I realised I needed to gain a wider security knowledge and the (Security Institute) Diploma was a natural choice with Membership of the Institute soon following. It just all fitted together and I use the knowledge I gained on a daily basis in managing my team. It has also given me some great ideas like Project Dixon. I am a member of a number of professional bodies and find the Institute is really well organised and has its members at heart.

Hopefully given a little time my next step will be an application for Chartered Security Professional and looking at studying for a Masters degree."

Congratulations Lisa from all of us here at the Security Institute.

SPECIAL REPORT

Women in Security 2018

From Education to Industry: Joining the Security Sector

Security Intern

Holly Ross



A quick image search of 'security' brings up an array of pictures depicting padlocks, guards and CCTV cameras. Indeed, as a student, my perception of security entailed a stony-eyed door guard at a night club entrance.

Perhaps this imagery, and these experiences, is what made security feel like something which acted around me. Maybe I was watched by a control room as I walked down the street, but nothing more. I certainly wasn't the perceived 'fit' for security according to my friends and family.

After studying geography at the University of Hull, followed by a master's in risk at Durham University, I was positioned to enter a geography-based career, whatever that meant. That is, if I was lucky enough as a heavily indebted graduate to get a job at all.

Perhaps it was the holistic and insightful approach to 'Security and Risk Management' presented by Andy Davis CSyP, Managing Director of Trident Manor in his career talk at Durham University, or perhaps it was the pressure to graduate and get a job that prompted me to consider the security sector.

So, following Andy's talk I asked him for a job; instead of which I got a three-month (paid) internship - perhaps because he was impressed with my CV or maybe dazed by my forthright attitude in applying for a job that wasn't being offered (he tells me it was the latter). Over this period, myself and two other interns worked independently, collaboratively, and most importantly hard, to understand and appreciate what the sector offered. We all came from different academic backgrounds; none of which involved security which ended being a strength as opposed to a weakness. Supported by Andy and his industry specific expertise we worked as a team and brought skills to the table that at first were not obvious, but which have proved invaluable in some of the work we have since undertaken.

Although lacking in security knowledge and experience, my background in mapping, researching and a desire to constantly learn have helped me understand the breadth of the sector and the variety of opportunities that are available to people like myself. I feel that this has positioned me perfectly for a career within 'security' more than anything I could have imagined in a 'geography career'.

To me, this perfectly illustrates the benefits of a fair working environment for young people, where my lack of security knowledge was accepted, and instead academic and technical abilities valued. I myself have been lucky enough to have been kept on full time at Trident Manor where I continue to build upon my existing abilities, fine-tuning them to an industry I never thought I'd be in and yet one I love every moment of.

Special Interest Group

Update October 2018

Director

Steve Massey FSyl

We recently announced which SIGs were going to be established in the first tranche of work up to the end of 2018. Over the last few months we have been working hard on the implementation phase and rolling out the governance for each SIG.

SIG	Director	Co-Chairs	Status	Comment
BESSIG (Built Environment)	MMAG Chair	Mark Tucknutt Gavin Jones	Established.	Active. Co-Chairs responsible for further SIG members.
SEATs (Security; Education, Accreditation, Training and Standards)	Anjee Vernon Lawson	Ron Gregory Bev Griffiths	TOR created. Leadership Group formed and work streams identified. First tranche of volunteers approached. Inaugural meeting to be announced.	Co-Chairs responsible for further SIG membership.
BECRes (Business Continuity, Emergency Planning, Crisis Management and Resilience)	Anjee Vernon Lawson	Rod Stobie Alan Caine	TOR created. Leadership Group formed and work streams identified. First tranche of volunteers approached. Inaugural meeting to be announced.	Co-Chairs responsible for further SIG membership.
H & F (Heritage and Faith)	MMAG Chair	Steve Meeks ANO TBA	TOR created. First tranche of volunteers scheduled to be approached by HQ. Inaugural meeting to be announced.	In progress.
NRSy (Nuclear and Radiological Security)	MMAG Chair	John Gibbons ANO TBA	TOR created. Co-Chair scheduled to be approached by HQ. First tranche of volunteers scheduled to be approached by HQ. Inaugural meeting to be announced.	In progress.
Personnel Security (Title TBC)	MMAG Chair	Mark Chapple David BaMaung	TOR in progress.	In progress.

Special Interest Groups (SIGs)



SIG	Director	Co-Chairs	Status	Comment
Counter Fraud (Title TBC)	MMAG Chair	Alan Day Tony Maher	TOR in progress.	In progress.
Integrated Security CCTV Work stream	MMAG Chair	Chair (Work stream) Gordon Tyerman SME lead TBA	Work stream Chair confirmed, TOR to be progressed.	Workstream re- quired ahead of SIG roll-out.
Security Travel and Close Protection (Title TBC)	MMAG Chair	Lloyd Figgins Simon Jamieson.	Scope of SIG and TOR in progress.	In progress.
Cyber and Conver- gence	Mahbubul Islam	TBA	TOR created. Co-Chairs to be nominated. MOU pending with SIG partner.	In progress.
Chief Security Officer	Stuart Hughes	TBA	TOR pending. Co-Chairs to be nominated.	Invitation only SIG.
Technical Officers	MMAG Chair	Dean Wormleighton TBA	TOR in progress. An additional Co -Chair being sought.	In progress.

Want to Volunteer?

Look at the MMAG website page for the current list of SIG planned or active in the members' only section, so you need to log in! Member enquires for involvement in SIGs will be recorded under the SIG subject lists held at Syl HQ with Becky. Any member who did not previously volunteer at the survey conducted earlier in the year can drop an email to Becky at HQ on Becky@security-institute.org. These will help SIG Co-Chairs to keep refreshing members participation as required, so you won't be 'turned away at the door' but if a group is considered 'full' then the list will be a record of the volunteer pool going forward.

We hope to have further SIGs established and active by the end of the year. Watch this space!

New MoU signed: Syl and ASW Bundesverband, Germany

The Security Institute has formed a new MoU and aligned themselves with German organisation, the ASW Bundesverband, as announced at the Annual Conference at The Crystal in London in front of over 200 delegates.

Volker Wagner, Chief Executive Officer of the ASW Bundesverband said of the memorandum; “the support of the information exchange between security professionals of companies of both countries and to connect them with reliable authorities (public sector, European and international institutions) are major pillars of this partnership with the Security Institute.

The collaboration creates clear benefits for the members of both organisations; including exchange of political thought papers, training concepts and best practices and practically discounts for members on events.”

Volker added the vision and aims of the ASW, stating that “the starting position is clear: no day without cybercrime, identity theft, virtual and real physical attacks. We are increasingly in the crossfire of economic crime and economic espionage. To protect themselves beyond their own measures, more and more companies are cooperating and are also looking for active exchange with the relevant security authorities and politics.

The ASW Bundesverband promotes the development of a common understanding of security through close cooperation between companies, government agencies and associations, even beyond national borders. ASW is the German Association for Security in Industry and Commerce and is a key partner in the political legislative process, serving as a communication link to the media and as a hinge between security agencies and the economy.”



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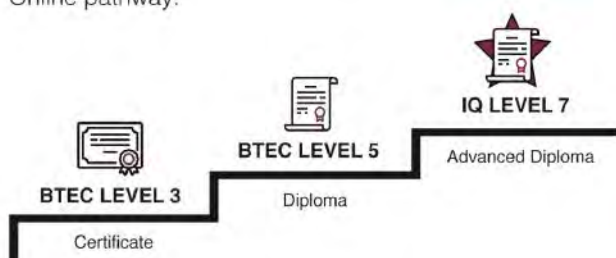
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Recognition grows for Chartered Security Professionals



RCSP Admin Manager

Di Thomas MSyl

Security Industry Authority

The Security Industry Authority (SIA), the government regulator of the Private Security Industry in the UK, has formally endorsed the Register of Chartered Security Professionals. The Register was established under Royal Charter issued to the Worshipful Company of Security Professionals in the UK. Admission to the Register signifies the highest standards and ongoing proficiency in security practice.



Alan Clamp, Chief Executive of the SIA said: "The Register of Chartered Security Professionals aligns with the SIA's objective of raising standards in the private security industry. As the regulator, the SIA recognises that chartered status for security operatives and the maintenance of the Register is an important milestone in increasing professionalism of those working in private security."

Lord Carlile CBE QC of Berriew, Chairman of Chartered Security Professionals Registration Authority (CSPRA) said: "The Chartered body welcomes the support of the SIA. This endorsement confirms the importance of Chartered Status as the kite mark of professional excellence for the best men and women in the growing security industry. It gives customers an understanding of who the most respected professionals are, and requires of those professionals that they adhere to a Code of Conduct comparable with the other professions, such as Law, Accountancy and Medicine."

In line with other Chartered professions, Chartered Security Professionals are required to conform to a code of professional conduct, a disciplinary process and undertake annual continuous professional development. The Register is managed on behalf of the Worshipful Company of Security Professionals by the Security Institute.

Further details on the Register can be found at www.charteredsecurityprofessional.org or do feel free to contact Rick Mounfield or Di Thomas at any time for advice on application. We can provide a CSyP Application mentor or have a friendly chat to help de-mystify the application process.

Contact di@security-institute.org for an application pack. Successful applications received in November and December should be able to collect their certificates of admittance at the annual celebratory dinner in March.

Centre for the Protection of National Infrastructure

The RCSP and CPNI have been in discussions for some months and there have been a number of successful outcomes.

- The Register is now listed on the CPNI website, and there is a reciprocal link on the Security Institute website.
- The Register has been included in the CPNI Guidance Document *“Procuring the services of a specialist security consultant when undertaking a project relating to a built asset”* Issued in July 2018.
- CSyPs are also now able to attend CPNI briefings, provided they meet CPNI access requirements and a number of other benefits are being considered.

You can view the CPNI partner pages at <https://www.cpm.gov.uk/cpm-working-security-professionals> and at <https://www.cpm.gov.uk/register-chartered-security-professionals-csymp>.

Home / Managing my Asset / Security Planning / CPNI Working with Security Professionals / [The Register of Chartered Security Professionals \(CSyP\)](#)

The Register of Chartered Security Professionals (CSyP)

The Register of Chartered Security Professionals (CSyP) was established under a Royal Charter granted to the Worshipful Company of Security Professionals in the UK and launched in 2011. Registrants use CSyP as a post nominal. Being admitted to the Register and becoming a CSyP is a means of being recognised and continuing to represent the highest standards and ongoing proficiency. It is the gold standard of competence in security practice.

CSyPs have to comply with a Code of Conduct, a Professional Disciplinary Code, and also complete Continuous Professional Development each year.

To apply

Applications to the Register are managed by the [Security Institute](#) or the [Worshipful Company of Security Professionals](#). Licenced organisations are the [Security Institute](#) or the [Worshipful Company of Security Professionals](#) UK Chapter 208 who can both mentor and support CSyP applicants.

Recognition

The Register of Chartered Security Professionals is recognised across the [Association of Security Consultants \(ASC\)](#), the [International Professional Security Association \(IPSA\)](#), the [Security Industry Authority \(SIA\)](#) and CPNI.

CPNI

Centre for the Protection of National Infrastructure

What are you looking for?

MANAGING MY ASSET THREATS ADVICE RESOURCES ABOUT CPNI

Home / Managing my Asset / Security Planning / CPNI Working with Security Professionals

CPNI Working with Security Professionals

CPNI provides support to security professionals to maximise the reach of CPNI advice and guidance. Professionals also provide valuable input into the development of CPNI guidance and advice through the sharing of latest thinking and best practice.

CPNI supports Chartered Security Professionals (CSyP) and Register of Security Engineers and Specialists (RSES) members and principals through:

Due to the nature of our work, applicants must hold UK, US, Canadian, Australian or New Zealand nationality. Professionals holding CSyP or RSES member or principal level should contact their registration authority to access CPNI support. CPNI will only be accepting applications from professionals who meet these criteria.

CPNI has selected CSyP and RSES, as the bodies overseeing professional statuses have a duty to act in the public interest, ensuring that members must meet ethical standards of behaviour and to practice in their areas of expertise.

Support to professionals will continue for as long as they hold CSyP or RSES professional qualifications. If they are removed from the Register(s) the support will cease. CPNI also reserves the right to withdraw support at any time.

The Register of Chartered Security Professionals (CSyP)

The Register of Chartered Security Professionals was established under a Royal Charter issued to the Worshipful Company of Security Professionals in the UK and launched in 2011.

[MORE INFORMATION](#)

The Security Institute

The Security Institute promotes the highest possible standards of integrity and professional competence in the business of security.

[MORE INFORMATION](#)

LOOK WHO'S JOINED

Congratulations to everyone who has joined the Institute in August and September —you are very welcome. We look forward to meeting you at events and exhibitions, and reading your contributions in the newsletter and on our LinkedIn group. New Joiners are also now personally invited to join us for lunch - look out for your invitation! Introducers earn £20 member credit and 1 CPD point for each introduction (shown in red).

Affiliates

Adam Proctor Next plc
Anne-Marie Woodward Next plc
Ben Weld Falcon DHQ
Bruce Anderson Ward Security
Darren Bea Ward Security
Emma Prosser Ward Security
Jason Roughley Ward Security
Joe Mabbutt Falcon DHQ
Karen Oliver Next plc
Lana Turner Next plc
Michael Irving Next plc
Muhammad Afzal Ward Security
Robert Bates Blackstone Consultancy
Shakeeb Hussain Guarding UK
Scott Taylor Stonewall Security

Anne Burell Ward Security
Ben Draper Ward Security
Caroline Cuthbert Ward Security
Dion Redelinghuys Guarding UK
Elaine Keller Ward Security
Eric Job-Bake Ward Security
Julie Hulme Cordant Security
Karoline Skrzypulec Ward Security
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Mike Davies Blackstone Consultancy
Moheez Ali Zaun
Nick Copcutt Next plc
Ron Gibson Guarding UK
Simon Giddins Blackstone Consultancy
Tiago Lucas Next plc

Associates

Adrian Wells ASyI Natural History Museum **James Downs**
Andrea Milne ASyI MOD
Rachel Atherton ASyI Assystem (Axiom Joint Venture)

Alex Fisher ASyI Wasp Security
Cengiz Sehir ASyI WSP
Tony Willis ASyI Be Aware Take Care

Members

Adam Quantrell MSyI EU Capacity Building Mission Somalia
Andrew Lipinski MSyI Healix International
Aidan (Fred) Hales MSyI Halliburton **Peter Lavery FSyI**
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Brian Daly MSyI MOD **Will Davies MSyI**
Camilla Chew MSyI CRH plc
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Martin McCarthy MSyI Anadarko Algeria Corporation
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Ross McDermott MSyI Dardan Security **Guy Mathias FSyI**
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Andrew Amery MSyI R3S Global **Chris Scott MSyI**
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Charlie Taylor MSyI Knight Security Group **Rick Mounfield CSyP FSyI**
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Craig Benn-Edwards MSyI Metropolitan Police Service
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Damien Slowery MSyI Lucasfilm **Paul Kelly CSyP FSyI**
Garry Millns MSyI Norse Security **Grahame Green FSyI**
James Davies MSyI Axis Security Services
James Spencer MSyI Infinity Gate **David Cross MSyI**
Lorraine Jones MSyI Turner & Townsend **Steven Coulson MSyI**
Mick Richardson MSyI Pall-Ex
Martin Carlon MSyI Serco **Nick Holden MSyI**
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Tony Brown MSyI International Nuclear Services **Bob Officer FSyI**
Wayne Harris MSyI Govia Thameslink Railway
Yomi Jones MSyI Federal Inland Revenue Service Nigeria



Revalidations to Associate

Leanne Swallow ASyI Yorkshire Water

Sally Edwards ASyI Dounreay Site Restoration

Revalidations to Member

Jonathan Jones MSyI MOD

Karl Hemmings MSyI FCO

Lloyd Smith MSyI Unity Resources Group

Mark Beale MSyI

Tony Bailey MSyI Shell International

Reinstatements

Chris Dickson MSyI

Marcus Clarkson ASyI, Sellafield

Phillip Dawson MSyI, BBC

Steve Dryland MSyI De La Rue

Student Members

Via the Security Institute Distance Learning Programmes

Adam Shone

Daniel Elstone

Ruairi McGuigan

Simon Cooper

Stanley Janvier

Student Members from other Sources

Bashir Musa

University of Leicester

Charlie Morton

University of Reading

PEOPLE EVENTS in NOVEMBER

21
Nov

Security Excellence Awards: Good luck if you've been nominated. We've got a Security Institute table and hope to see you suited and booted or dressed to impress.

28/29
Nov

Launch of #NextGen Initiative. This initiative focussed on engaging school children in security careers launches at International Security Expo. Have you got your free tickets yet? [REGISTER](#)

Private Sector Counter Terrorism Mitigation

Tony Gledhill PgCert CPP PSP FSyl
Mildot Group



Many conferences and events in the UK include guest speakers talking about Counter Terrorism mitigation the private sector could implement, the common theme being serving Government agency personnel delivering their message from a Government agency perspective. However the threat landscape has changed, the private sector needs to adapt and move forward using the Brain Game, the private sector do not have 24/7 dedicated resources, legal powers and budgets to implement Government Agency systems.

A key hurdle for business is getting over the fear of the unknown, moving out of denial, and senior management could also be a barrier due to their inability to start the process of mitigation. Its a common problem and needs senior stakeholder involvement to kick start the process.

Private Sector Perspective Advice

The following points have been effectively applied over many years in the international private sector counter terrorism/ hybrid attack mitigation process. UK businesses can apply the same systems to lower the business criticality and help save lives.

1. Start point for the private sector

Businesses need to understand their legal obligations and any localised responsibilities to do with local councils and contractual agreements. Is the private sector On Notice for these types of incidents? Walk through the process of being investigated and answerable through the courts – will your business be liable and open to claims? Health & Safety Laws already cover these types of incidents; do your management understand the laws? Understanding what's reasonable and practicable will mitigate the business criticality if compensation and government agency investigations seek legal action.

2. Risk Assessment

This is a priority document and must include Loss Event Profiles with Criticality Assessments. Over the last couple of years there has been various methods of attack in the UK and mainland Europe; use their Modus Operandi to walk through potential scenarios. Obviously the risks will be graded accordingly, and decisions made, the main point being the threats have been identified.

3. Security & Safety Plan

Produce your plan detailing what mitigation the business will have in place based on the risk assessment and identified responsibilities. If it's part of an event planning process you need to anticipate and explain what mitigation or response you would expect from Government Agencies, avoid doing this the other way round (could be a crucial issue further down the road when the Blame & Compensation game starts and other practical professional reasons). It will start the conversation with Government Agencies on a better footing and avoid poor and conflicting advice if you the event requires prior liaison – Use the MoSCoW principle throughout the planning process.

4. Emergency Services Response Gap

Prioritise mitigation to where the business can have a cost effective impact and what's within your legal & duty of care responsibilities. Accept there will be an emergency services Response Gap and focus your efforts on that period of time (just 1 example). It could be 2 minutes or 15 minutes.

5. Staff Numbers

Unless legally obliged or the budget allows, focus your plans on utilising current resources (all staff), stay away from the increase numbers mantra. The above Point No 1 will keep this consideration on track.

6. Tool Box Talks = Raising Awareness

Proven cost effective situational awareness saves lives. Use 2 to 5 minute toolbox talks to cover – Run Hide Tell (reality version); ACT, Citizen-Aid, Psychological first aid; By-stander intervention concept; Emergency services deployment methods (hot zone, warm zone etc); Alternative exits (unconventional exits); Invacuation areas with barricade options; Communication plan etc.

7. Periods of Chaos

If an attack happens, understand there will be a period of No Control and Chaos, only individual actions by the staff will be actionable – focus efforts on simple plans for staff to action (point 6) without any higher level control until the organised chaos period starts to come into effect. Its called Mission Command and a tried and tested approach.

8. Rapid Risk Communication

Communication systems are a high priority and a Must Have. Verbal communications is the number 1 method using Radios, PA Systems, and Face to Face.

9. Summary

All the above is achievable and cost effective, it avoids the trap of solely basing your risk assessment and planning on intelligence from open sources and government agency advice, the approach will also mitigate other forms of violent crime. Moving out of denial is the big hurdle for most businesses, management fear of the unknown and inability is a barrier. Businesses owners need to be involved to start the process.

10. Leaderless Resistance

Google it. Recent attacks have followed this concept and remained of the Government Agency radar.

11. Mind Set

Think about changing your approach from counter terrorism and use the phrase Hybrid Attack Mitigation, not all attacks are classified as Terrorism and the above approach can mitigate other forms of criminality. Take control of the risks and build staff and business resilience.



Mentoring Platform:

Questions to ask a Mentor

Whether you are just contemplating finding a mentor but are unsure of the types of things you could ask them; or are in a relationship with a mentor where conversations have become repetitive, here are a set of questions that could really help you keep things interesting and valuable for you and your mentor.

1. Ice Breakers

To break the ice, use some questions to help you find out something about his or her own career. For example, you could ask: "How did you get to where you are today?" or "How did you land your current role?"

You could also ask more specific questions around your own career objectives and concerns. Questions like:

- ◆ Was there ever a role you applied for and landed, but weren't 100% qualified to do? How did you proceed?
- ◆ What do you wish you had known before taking your first management role?
- ◆ Was there a time you felt like you had made a mistake and felt like you had failed? How did you bounce back?
- ◆ How did you learn to embrace risk-taking?
- ◆ Tell me about a recent business setback. How did you recover?
- ◆ Did you envision your career as it is today, five years ago?
- ◆ Which leadership skills were the most difficult to develop?
- ◆ Can you tell me about a time when you had a difficult boss? How did you handle the situation?
- ◆ What's the most important leadership lesson you've learned and how has it proven invaluable?

2. Situations

Once the conversation is flowing, you can bring up more specific questions around situations that you would like your mentor to help navigate. For example:

- ◆ My performance feedback indicated that I need to be more strategic. Can you help me understand what that means and how I can do this?
- ◆ When trying to gain buy-in to implement a new program, what tactics have worked for you?
- ◆ I tried to delegate a task last week and it did not go well. Can we work through what could I do differently next time?
- ◆ Who are the people I need to align with in my organisation to achieve success?
- ◆ How can I let my boss know that I don't need to be micromanaged?
- ◆ How can I stay connected to key influencers who do not work in same office or geographical area?
- ◆ My performance review is coming up. What type of preparation do you most appreciate seeing from your employees?
- ◆ I have two very different career path options available to me. Can you help me work through the pros and cons of each to help me make a final decision?
- ◆ I'm considering a career transition. What are some other areas of the business that might be a good fit for me?
- ◆ I've heard that taking an international assignment could help my career. What are the pros and cons?



3. Self-Awareness

Having the ability to see yourself as others view you is very valuable in both your career and personal life. That way, if you like how you're perceived, you can embrace it and take steps to strengthen that positive perception. If you don't like how you are currently perceived, you can take steps to shift that perception to a more positive one that supports, rather than undermines, your career and leadership goals.

The obvious question to start with is: "How do you think others perceive me?". By becoming more specific your mentor can assist by "holding up the mirror" and providing detailed feedback on how your actions and communication are impacting the way others see you. Ask questions such as:

- ◆ Where do you see my strengths?
- ◆ What do you see as some of my blind spots and how can I improve?
- ◆ Could you offer feedback on ways to improve my executive presence?
- ◆ Do I come across as strategic or tactical in my day-to-day communication?
- ◆ How could I communicate my ideas more clearly?



4. Skill-Building

If there is a skill you're currently working to enhance, such as project management, long-term strategic planning, delegating, or public speaking you can use the following types of questions to ask your mentor for advice and resources to help you polish that skill:

- ◆ How can I become a more assertive negotiator?
- ◆ Can we role-play asking for a pay increase and a promotion?
- ◆ How can I become better at managing people who do not report to me?
- ◆ Do you have any quick tips for re-energising an overworked team?
- ◆ Can you recommend a book or resource for dealing with difficult conversations?
- ◆ What practices can you recommend for dealing with nervousness when speaking to groups?
- ◆ I have been asked to facilitate a team-building activity at a staff retreat. What are some keys to success?
- ◆ What's a good methodology or tool for project management and tracking team commitments?
- ◆ Do you have a template that you use for long-range visioning and strategic planning?
- ◆ What new skills do I need to move ahead?

With these four types of questions and their accompanying examples, you'll re-energise your mentoring conversations and really get the results you are looking for.



**Have you registered with the
online Mentoring Platform?**

**It is available in your member area at
www.security-institute.org.**

Charity Update

In September our two teams stepped up (and down and side-ways!) to undertake personal challenges whilst raising money for good causes. Well done to the HQ girls "Not So Tough Mudders" who supported Cancer UK and to the Syl members "Tough Mudders" who raised money for Send A Cow.



Rick Mounfield writes

It was my birthday on 22 Sep, I was 47 years old and should have been nursing a hangover but no.....I was stood in a field in Crawley ready to take on a Tough Mudder adventure race. Our Institute Team arrived around 11:00 ready for our start time at 12:15. I was joined by director Paul Drury, members Dave, Adam, Charlotte, Steve and Andy, an eclectic mix of young and older runners who, until that morning had only met via email. We had signed up for the 10 mile route which has 20 obstacles along the way. Obstacles such as the Arctic Enema, Block Ness Monster and Electroshock Therapy.

Tough Mudder is not a race. It is an endurance event but it places the emphasis on team work, not just within your team but with all runners. Our team gelled quickly as we hit the hero walls at mile 2. It only got better from there. It rained all day, which was a shame for our army of supporters but made no difference to us because we were underwater before mile 3 was over and repeated water features every other mile ensured that we never dried out. The saving grace is that the water features wash away the mud which gets heavy after a while.



Highlights for me included Dave's shocking experience in the therapy obstacle (some observers though he had been hit by a sniper... 3 times, the electric fencing bolts put him down but he fought his way out). Other highlights such as witnessing 55 year old Steve take a 12 foot wall on his own! And stopping in the mud mile for a sit down in 3 foot of sludge just because it was warm. They say this event series is character building and they are right. It may have taken us nearly 4 hours to complete but we were in high spirits all the way round. I feel that a bunch of relative strangers with a common interest through our membership left as friends with a shared experience. We raised a whopping £1900 for charity "Send a Cow" at the same time.

The Security Institute has secured 5 tickets for the Tough Mudder full 10 miler on 18 May 19 in the Vale of Belvoir in the Midlands. If you are up for it, get in touch and help us raise more money for charity.

Rachael Short writes ...

On a crisp Saturday morning in early September, the Syl HQ team (consisting of Andrea, Becky, Helen and Rachael) arrived at the Holme Pierrepont Country Park in Nottingham to warm up for our 5k Pretty Muddy run. Adorned in bright pink war paint, t-shirts, gloves and head bands, the team bundled together in a large group of other ladies to begin the warm up session with a loud and enthusiastic Zumba instructor.

The race began gently, with a casual jog past a couple of our supporters, the team proceeding towards the first kilometre's hurdle. Crawling through tubes placed on the ground was much more pleasant than the next two obstacles, where the Pretty Muddy workers delighted in using hoses and buckets to spray mud and murky water over everyone who clambered past them.

By the end of this series of obstacles, including space hoppers and high fences to scale, we thought we might be up for another charity race in future. None of us particularly enjoy physical activity in the strictest sense, but we found this stretch-of-the-legs around the lake to be uplifting, getting some time to chat and bond with one another, helping each other through the hurdles and jogging through the spaces in between.

The Syl Not-so-Tough-Mudders raised an admirable £1,020 plus £231.25 in Gift Aid. In one way or another, every one of our lives will be affected by cancer, so we were very proud of contributing this total towards such an important cause.



At the Annual Conference we were able to raise £400 for this very worthwhile cause, which we understand is about two thirds of a cow. Adding the money raised from the Tough Mudder, we're well on the way to a small herd!

Thank you to everyone who donated prizes and to all the generous Institute members who have supported all our efforts in the past couple of month.



Spotlight on ...

YOUNG MEMBERS GROUP

Chair, Syl Young Members Group

Matt Mowbray

On Thursday 27th September 2018 the Syl/WCoSP YMG Trivia night was held at the prestigious RAF Club in Piccadilly, jointly organised by both groups - thanks to Jade from WCoSP for all her help. Also a big thank you to the RAF Club for hosting and Stephen Anderson for organising it with them. A further thanks goes to Anthony Searle and Tilly Sherwood for manning the doors like true security professionals (not on, not in) and Paxton Access for sponsoring the event.

The night was really good and in the lovely surroundings of the club, thankfully the event was a sell out and we had nearly 60 'Young Members' turn up. The top table was filled with some of the industries finest like Rick Mounfield CSyP FSyl, Paul Barnard MSt (Cantab), MSyl, Phillip Hagon QPM, Stephen Anderton, Carl Dakin QGM MSc MSyl and special guest from the British Army David Neal.

The quiz masters asked a wide variety of questions ranging from general knowledge, history of the RAF and security. Arguably the highlight of the evening was Rick Mounfield and his "guess that movie tune" which was being played from what sounded like a ringtone from a Nokia 3310 before Crazy Frog... and in parts sounded a bit like Vic Reeves when he was on Shooting Stars.

As the fun night came to an end, after the trivia and the little dishes of food, we all headed down to the Churchill Bar for beers and some networking.

Thank you to all the support and we hope to make this an annual event. Just quickly, thanks to Greg Meek who went all out and filled one and a half tables of guests/carers to look after him as he is madder than a box of frogs, but is a lot of fun to have around.



Marketing & PR Update



Rachael Short Marketing & PR Officer

We've had fantastic increased coverage in print media ahead recently ahead of our Autumn-Winter programme, particularly during these quieter exhibition months. We're been really supported by our friends in the Trade Press - thank you for keeping us and our activities in the limelight. Here's a list of some articles you may have missed - you can click through using the page numbers or visit the whole editions online. Have a read and gain CPD points!

Professional Security Magazine (August): Visit www.professionalsecurity.co.uk

[p10](#) & [p54](#) Syl Summer Gala & Awards Dinner

[p41](#) Rick Mounfield CSyP FSyl speaking at the Sabre Conference

Professional Security Magazine (September): Visit www.professionalsecurity.co.uk

[p32](#) ABC of CSSC

[p36](#) Dr Alison Wakefield FSyl hosts the European Summer School at Portsmouth University

[p38](#) Simon Whitehouse CSyP FSyl and the Sabre assessment scheme

[p42](#) Security Commonwealth panel on grey spaces from this year's IFSEC

Professional Security Magazine (October): Visit www.professionalsecurity.co.uk

[p14](#) Next Generation in Security initiative

[p48](#) Mike Lees CSyP FSyl unboxes and flies a drone which will be used at Barnsley Hospital

[p54](#) The Security Commonwealth have a panel at the ASC's CONSEC

City Security Magazine (Summer): Visit www.citysecuritymagazine.com

[p13](#) Mahbulul Islam CSyP MSyl describes the security team of the future

[p24](#) Peter French FSyl helps you develop your skills and business worth

City Security Magazine (Autumn): Visit www.citysecuritymagazine.com

[Online mag](#) Mike Bluestone CSyP FSyl on the growth of the RCSP

[Online mag](#) An interview between editor Andrea Berkoff and our Chairman Dr Alison Wakefield FSyl

[Online mag](#) Rick Mounfield CSyP FSyl gives some useful advice for military personnel transitioning to civilian life

[Online mag](#) Martin Gill FSyl talks about retail loss prevention

Risk Xtra (September 2018). Visit www.risk-uk.com

[p52](#) The Security Institute's View column touches on how to compile the security team of the future

[p58](#) Mark Folmer MSyl of Syl Corporate Partner TrackTik talking about workforce management software

TPSO Magazine – a brand new magazine. We are featured heavily throughout, but particularly of interest would be Rick Mounfield's article on page 9, [which you can read here](#).

London Business Matters – [October 2018 issue](#): p57 announces our new Corporate Partnership with Next PLC.



Global MSC Security Conference & Exhibition 2018

GDPR, Surveillance and Security

12th & 13th November The Bristol Hotel, Bristol

**CONFIRMED SPEAKERS***

The National Surveillance Camera Strategy for England and Wales
Tony Porter MSyl, Surveillance Camera Commissioner

GDPR and the Data Protection Act 2018: Key considerations for organisations using surveillance camera systems
Anne Russell, Senior Policy Officer, ICO

Operation Yewtree – a watershed moment
Peter Spindler MSyl, Director, Soter Protective Services

BBC's Drugsland and Avon and Somerset Police
Sgt Chris Green, Avon and Somerset Police

New technology and how we use it in the control room environment
Jim Guiton, Community Control Room Manager, Dacorum Borough Council

Specialist in surveillance and society
Prof. Pete Fussey, Criminologist, University of Essex

**REGISTRATION
NOW OPEN**
www.globalmsc.net/seminars-2
New for 2018!

We are also offering a special rate of £125 + VAT for overnight accommodation on Tuesday 13th November to enable you to stay to the very end of the conference, beat the traffic home and continue conversations in a relaxed and informal evening.

*Speaker attendance is unable to be guaranteed due to any unforeseen circumstances arising.



The Global MSC Security Conference & Exhibition is free-to-attend for all delegates and they will receive double CPD points from the Security Institute for attending the conference programme.

Media Partner

**The Security Industry's Leading
FREE Educational Event****Day Delegates:**

Day Delegates: Join us on Monday 12th November 2.30 – 5pm for the opening afternoon of the exhibition and Tuesday 13th November from 8.30am.

Highlights include:

- Insight and knowledge from industry experts
- View the latest initiatives and technology from leading suppliers
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- Conference entry including refreshments and all event materials
- Superb networking opportunities during the day
- Secure your FREE place NOW!

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Residential Delegates: Join us on Monday 12th November 2.30 – 5pm for the opening afternoon of the exhibition and at 6.30pm for Drinks Reception and Exhibition Preview.

In addition to the day delegate tickets, highlights include:

- Exclusive exhibition preview drinks and gala dinner
- Fun-packed evening of fundraising on behalf of The Royal British Legion
- Presentation of the Gordon McLanaghan Security Innovation Award 2018
- Overnight accommodation at The Bristol Hotel including free parking and wi-fi
- £155 + VAT

For more information including the Programme, please visit:
www.globalmsc.net/seminars-2
 or email Paola: events@globalmsc.net
 Tel: 07787 340594

We launched our brand new members only CPD app on 24th October. This is fully secure and accessible with your Syl website login. If you're having any issues with your login, you can [send yourself a reset email](#) or [contact Rachael via email](#).

The Security Institute is the leading professional organisation for the security sector. It provides validated membership, seminars, qualifications, career development (mentoring and CPD), networking, social events and a collective voice for lobbying.

The Security Institute's qualifications in security management at Levels 3, 5 and 7 are delivered by PerpetuityARC www.perpetuityARC.com.

The Security Institute administers the Register of Chartered Security Professionals on behalf of the Worshipful Company of Security Professionals.

Members can download the app to read news and track their CPD



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