

News from your Security Institute

**#NextGen initiative
launched p.7**

**Spotlight On ...
Cyber Security SIG p.24**

**New Opportunity at Syl
HQ p.17**

50 organisations have given
their support to show career
diversity options in security

We launch the first of a regular
update on cyber issues

Join the team at Syl HQ - we're
looking for marketing and
events experience

YOUNG PROFESSIONALS JOIN UP FOR FUN EVENING - SEE p.15



A list of hyperlink addresses is given in full on the back page for anyone reading a printed version of this edition.

Developing a good governance strategy

Chairman

Dr. Alison Wakefield



This article contains hyperlinks. See back page for full addresses

The matter of corporate governance is rarely out of the news, while society's expectations as to what good governance looks like are changing all the time. A wide range of issues can be placed under the corporate governance umbrella, two of this year's major themes in the media having been sexual misconduct in the charitable sector, and pay differentials between males and females across multiple sectors.

The latest version of the [UK Corporate Governance Code](#), published by the Financial Reporting Council in July and based around 18 principles under five headings, received a mixed reception. Roger Barker, Head of Corporate Governance at the Institute of Directors, welcomed its "engagement with a wider range of stakeholders including the workforce, as well as encouragement of more long-term oriented business behaviour and recognition of the board's role in overseeing a company's purpose and culture", but expressed disappointment that the recommendation for directors to undertake continuing professional development has been given a lower priority.

Notable elements of the revised Code include, under 'Leadership and Purpose', an emphasis on culture, purpose, values, and shareholder and stakeholder engagement, with the board setting the tone from the top and engaging effectively with shareholders (comparable to members in the Institute's case) and a wide range of stakeholders; under 'Composition, Succession and Evaluation' a greater focus on diversity in a broad sense and succession planning; and, under 'Remuneration', more attention to what is expected from a remuneration policy, in light of recurring controversies over executive pay.

Also of interest is the [International Framework: Good Governance in the Public Sector](#), published in 2014 by accountancy bodies CIPFA and IFAC in recognition of the fact that there has been far less work on what good public sector governance looks like. The Framework places an emphasis on acting in the public interest and what this means in terms of corporate behaviour; openness and stakeholder engagement; outcomes based on sustainable economic, social, and environmental benefits; organisational development including the professional development of leaders and staff members; robust risk, financial and performance management; and accountability through good practices in transparency, reporting and audit.

As the Security Institute grows in size, scope and influence, we want to ensure that our corporate governance arrangements reflect our increasing organisational maturity, and in our strategy we have identified 'board and governance' as one of our five strategic priorities. This begins with board performance, and I could not be prouder of our board of directors and the enthusiasm, drive and capability that they are bringing to their roles, as well as the breadth of their talents. Along with our Chief Executive Rick Mounfield and the rest of our HQ team, our board of volunteer directors are absolutely committed to our mission 'to inspire, inform and influence professional excellence for the benefit of our members, the security community and wider society', and play a critical role in driving our intended culture as an inclusive and open organisation, seeking to listen to members' needs, facilitate opportunities and help drive our profession and our sector forward. We have been working to improve our member communications through this newsletter and the eNews and, in Rick's contribution to this issue, as you will see he invites you all to get more involved!

On the more formal side, we are currently working on a written strategy for board and governance, and we are in the process of agreeing terms of reference for our four new corporate governance committees, covering audit, risk, remuneration and ethics. By creating these, the board can delegate tasks to specialised committees which can then make recommendations to the board, or deal with lower-level issues without having to refer to the board. We are also working towards ISO 9001 certification of our working practices, under Rick's leadership, and are actively investing in the professional development of our staff as well as looking into how we can best support directors' development.

Corporate social responsibility (CSR) is often considered in parallel with corporate governance, acknowledged within the UK Corporate Governance Code where it refers to ‘contributing to wider society’, and taken further in the Institute of Directors [Good Governance Index](#) for listed companies in which one indicator is concerned with whether or not the company is a signatory to the [UN Global Compact](#), making commitments in four areas: human rights, labour, environment and anti-corruption. The Security Institute has always been CSR-focused but to date we have not explicitly laid out our position. We provided a submission to the recent government consultation on its Civil Society Strategy, with very helpful input from Dr Andy Beale FSyl, as a first step to developing a broad CSR strategy that draws together the diverse activities in which we are engaged, as well as commitments we make in areas such as environmental sustainability (covered within the ISO 9001 parameters). [The strategy](#) was launched last week, with the consultation having been structured around the three themes of people, partnerships and place, in the form of a survey.

The ‘people’ theme was about empowering more people to take action on matters that are important to them. The activities that we referred to in this section of the consultation included our promotion of learning and development, including the provision of our CPD platform which is available for free to non-members as well as members; the Institute awards and the support that we give to other award schemes in order to recognise and reward excellence; our mentoring scheme; our Next Generation initiative to engage young people in security careers; our charitable activities; and a series of initiatives to make the Institute more inclusive. To date, these have included the creation of the Young Members Group and the Membership Management Advisory Group, and a more favourable membership package for retired members to keep them involved in the Institute, and we will be working to develop a holistic diversity and inclusion strategy that extends across a broad range of dimensions. Notably this year’s [annual conference](#) on 24 October has a CSR theme, titled ‘Sustainable Security’, to be held at one of the world’s most sustainable buildings, the Crystal in London’s docklands.

The partnership theme of the consultation was about exploring the best ways to work across different sectors to make a better society. Here, we were able to emphasise our engagement with a variety of organisations including government bodies, other security associations (including through the [Security Commonwealth](#)), and academia, including our ongoing development of two security modules for the Northumbria University MBA course; the development and exchange of knowledge, information and best practice, which will be a growing area of focus as our special interest groups multiply and take shape (see Rick’s column for an update); our increasing efforts to influence policy through consultation submissions and collaborations such as the [Cyber Alliance](#), bringing security associations together to advance the development of the cyber security profession; and our support for and involvement in the CSSC as a means of sharing security information and enhancing the power of networks to build societal security.

Finally, ‘place’ was concerned with empowering local people to improve the places they live and work. In our contribution on this theme we referred to our emphasis on promoting standards and ethics and making a valuable contribution to society through innovation, with our involvement with the [CSSC](#) being relevant here as well. The CSSC have now established regional groups mapped against the UK police counter-terrorism regions and we have, in turn, mapped our membership database against these regions to support members’ engagement with the CSSC and assist us in expanding Security Institute activities across the UK. There may be more we can do to develop our CSR in this area, by way of more actively encouraging and empowering our members to, in times of national crisis, support local response and recovery with time, advice and resources free of charge where they are able, but I believe that is a principle that is already well-recognised within our profession and a natural instinct for Institute members.

There still remains much work to do within the Institute in the areas of corporate governance and corporate social responsibility, but as you can see there is plenty happening. If you scroll to the bottom of our website, you will see that there is a governance section, which we will be developing as our strategy takes shape. In the meantime, as ever, comments, suggestions and offers of support are always welcome: #ItsYourInstitute!

An invitation to get involved

Chief Executive Rick Mounfield



For the past year, the Security Institute has really committed to providing a value proposition for our membership and the wider community. With an average of 60 new members a month being validated for membership, our influence grows and so now is the time to get involved in shaping the future.

In order to facilitate the diversity of security roles we are attracting, we have started rolling out the terms of reference for more than 10 new special interest groups, many of which are partnered with industry leading organisations to replicate the outstanding outputs seen with the Built Environment SIG which is partnered with the Building Research Establishment (BRE). So, what's available to you?

The Cyber SIG chaired by Mahbulul Islam MSyI (a director of the Security Institute) and Rich Diston MSyI has partnered with both The Cyber Rescue Alliance and CREST to create an amazing group that will focus on the convergence agenda. At a time when DCMS and NCSC are developing a professional body for Cyber Security, it is vital that a converged approach to security in the Internet of Things is not forgotten.

The CSO SIG will cater for those professionals who sit in the (often lonely) role of head of security, where you are expected to know everything. Where better to obtain peer to peer mentoring and advice; a place to bounce your ideas off others that have been where you are? Security Institute director Stuart Hughes (ex CSO for Adidas) will chair this SIG, partnered with Price Waterhouse Cooper, who have a pedigree in advising C Suites on the value of measured security. To ensure the outcomes remain relevant, only those deemed applicable will be invited to participate.

The Security Education and Training SIG will be chaired by our director Anjee Vernon Lawson FSyI. With a remit to develop and advise on the increasing need for appropriate qualifications and continuous training across the industry, they will help develop CPD, apprenticeships and courses that will make members better at what they do.

Along with the other 7 SIGs in development under the supervision of Alex Yates MSyI and the Membership Management Advisory Group (MMAG), SIGs present an opportunity to contribute in an area that is specific to your work role. There has never been a better opportunity to contribute to the Institute's strategic aims to develop our collective capabilities. For more info on what is in the pipeline, get in touch with the MMAG via director Paul Drury FSyI (paul@security-institute.org).

Next Generation Security Initiative

For Companies across the spectrum of security disciplines, I urge you to consider whether you could offer a work experience taster to a teenager. Our industry needs to inspire teens to consider applying their skills to a security problem. Whether their passion is Cyber, Engineering, research, textiles or simply protecting the public, there is something to apply their skills to. At the Security Institute, we have decided to create a program that provides that inspiration and it all starts at a trade show. In total, five expos have pledged to host 50 teenagers for a VIP tour to demonstrate what is available to them. We hope to fill the gaps with home grown expertise that will be our Security Leaders in 10 -15 years time. It all starts at the International Security Expo at Olympia in November this year. The first cohort of teens will be from the Volunteer Police Cadets, the UK's largest youth engagement initiative backed by the Home Office and every Constabulary in the UK. The gender and cultural balances within the VPC are enviable and this will help our industry to be more balanced and representative of our society in the future.

Once they realise what is on offer, we need to be able to reinforce their career aspiration by providing a 3 day work taster that will cement their resolve, guide them to academic or training opportunities that will realise their aim. We cannot do this without your help. To get involved, get in touch with director Paul Barnard (Paul.barnard@security-institute.org or info@security-institute.org).

Cont/....

Chartered Security Professional

Lastly, I am delighted to tell you that CPNI and the SIA have officially recognised Chartered Security Professional (CSyP) as the gold standard for security. The CPNI website now hosts CSyP information alongside the RSES as their approved consultants. Keep your eyes peeled for updates, in the near future. If you are operating at a strategic level and can evidence your portfolio across the 5 assessment criteria, I encourage you to apply



See www.charteredsecurityprofessional.org for more details or contact Di Thomas who manages the register on di@security-institute.org

Each of you pay your fees to be part of something bigger than yourselves, to promote the recognition of professionalism that our industry craves. Please consider getting involved in the SIGs and/or any other initiative provided through your Institute and help us raise the standards of Security now and in the future. To those who are already engaged...I salute you!

Rick Mounfield CSyP FSyI

Chief Executive, Security Institute

E: rick@security-institute.org M: 07850 445867



And the next Corporate Partner is ...

Since 2016 the Security Institute has worked hard to establish strong working connections with other organisations who share the same values and aims of professionalising the security industry and maintaining best practices in keeping others safe.

Next PLC has now joined twenty other Corporate Partners of the Security Institute and it was with great delight that Syl Chief Executive, Rick Mounfield CSyP FSyl was able to present Richard Stones OBE CSyP FSyl, Head of Loss Prevention at Next PLC with their certificate at the Security Institute Headquarters in Warwickshire recently.

Richard said of the newly formed partnership, "Next PLC are proud to become the latest Corporate Partners of the Security Institute. As a business we value the safety and security of our customers and staff and I am keen to maintain a professional security function with staff who are well informed on current standards and best practice".

Corporate Partners are organisations that fully understand and support the work of the Institute. Each Corporate Partnership is uniquely developed with each organization so that a mutually successful arrangement is developed. Many Corporate Partners provide access to additional benefits and knowledge by hosting events, sharing good practice, supporting specialist activity such as the Syl Young Members Group or Special Interest Groups. If you think that your organisation would benefit from partnering with the Security Institute, granting your staff members Affiliate membership and giving them access to the exciting range of member benefits, please get in touch or visit <https://security-institute.org/partners-and-sponsors/>



MAJOR INITIATIVE LAUNCHED - #NextGen

Press Release From The Security Institute

The Security Institute launched a new initiative to inspire and attract young people to consider a career in the security industry. The “Next Generation” Security programme is backed by an ambitious 10-year plan designed to change perceptions about the security industry and to showcase the career opportunities that exist to 13 – 17 years who are considering their career options.

Next Generation has already received extensive industry backing with 50 businesses and organisations stepping up to offer work experience programmes and lend their support to the initiative. Baroness Ruth Henig of Lancaster CBE CSyI, President of the Security Institute is also lending her support.

The Security Institute’s 10-year plan to improve perceptions of the industry will seek to address the longer term issues such as the gender pay gap, improving diversity in the profession and specifically look at promoting lifelong learning, professional development and security qualifications.

“We must promote to young people the key role security plays in our society” commented Rick Mounfield CSyP FSyI, Chief Executive of the Security Institute; “The security profession is one of the most ‘job secure’ lines of employment on offer to young people today, but unfortunately the perception of security is poor, often fixated on the image of a security officer in a retail setting. The reality is very different. Our industry offers a range of rewarding career paths beyond simple security guarding, it is a professional career of choice with a clear pathway to leadership.

“Since April this year we have been garnering support from across the security disciplines to provide an opportunity to showcase the industry’s diverse portfolio of jobs that will cater for STEM capable and the less academic teenagers that would thrive in a team supporting the Police and wider security function. With the help of our private sector and public industry partners we are setting out to change this and build a better reputation as well as increase understanding about what is on offer.”

Paul Barnard MSyI, Director of the Security Institute and of Ward Security, who has been a driving force behind the initiative, said; “There is a real need for the security industry to address the reasons why we are not attracting bright young people and to change perceptions that it does offer both an interesting and life long career choice.

“Having had a successful career both in the City of London Police and now in the security industry I know first-hand how rewarding it can be as well as the importance of the convergence of the security industry with the national security strategy. The security industry is crucial for the ongoing defence and security of our nation and it is important we take action now to address the recruitment issues and to attract the calibre of people we need to help us protect our society over the long term.”

We will begin our roll out of the Next Generation initiative at the International Security Expo in November where it has organised to host a group of 50 secondary school age children, including Volunteer Police Cadets, for a guided tour of the show with the aim of demonstrating all the disciplines and diversity that the security sector can offer. It will also match these children with three-day work experience placements hosted by its business partners in their local area.

We will then look to replicate this activity at four other expos in 2019, including IFSEC in June.

If your organisation is interested in learning more about this initiative, please contact rick@security-institute.org and keep your eyes peeled for an upcoming Next Gen website.

Meet Primary Engineer - Supporting STEM Learning

Primary Engineer® Programmes
...the first step



There are a number of initiatives bubbling under at the moment which are joining up at a top level to increase 'embedded security' mindedness into the core competency set of school children and young adults. Two of the core programmes which are worth keeping an eye on and engaging with are the Next Generation initiative from the Security Institute and Defence STEM Engagement from the MOD. Both share a common connection in the form of Primary Engineer which opens the pathway to schools and colleges and gets school children, teachers, engineers and universities involved in encouraging take up of STEM based education.

Primary Engineer is one of just three organisations assisting the Ministry of Defence (MOD) STEM Strategy which interlinks with national initiatives STEM Learning the STEM Ambassadors and Tomorrow's Engineers, and the devolved equivalents across the UK. The objective of this programme is to promote the wider uptake of STEM subjects in schools by inspiring young people and demonstrating that a career in STEM is an exciting and rewarding opportunity.

Primary Engineer is also developing a security programme to embed security-mindedness and facilitate a security culture in schools and the businesses those students go on to work with. Primary Engineer will be launching three Institutions for schools in December 2018, the Institutions of Primary, Secondary and Tertiary Engineers. These initiatives bring all the opportunity and community of professional institutions to schools, and allow children to engage with competencies and members of industry to fuel their interest in learning. As part of this, Primary Engineer has developed competencies to include security. These competencies sit at the core of the Institutions framework, as well as a web-based security division, where pupils can engage in online collaborative projects led by security professionals and listen to talks, skills sessions, and putting questions to the experts.

Jen Scurlock, Programme Director for The Institutions said: "We want to welcome all security professionals into this creative community and aid them in providing enriching outreach to schools both locally and remotely".

Primary Engineer has looked for 'out of the box' ways to engage pupils with security. It has two such additional projects currently in production, one a security board game which engages pupils with security language, suitable mitigations and 'spotting the traitor' and the other, 'STAT WARS™', a competition to design a blockbuster by analysing data (mirroring the methods of Netflix and Amazon Prime) where their approach to data security must be demonstrated in the poster presentation. "Our efforts to engage pupils in security has been led by our work with security professionals to identify the habits of mind we wish to embed, with the aim of developing a knowledgeable, thoughtful and empowered security culture from the ages of 5 to the world of work" added Scurlock.

Primary Engineer is an organisation with big ambitions. It started over 13 years ago, by taking engineering into primary school classrooms. Despite being told at the time that primary wasn't important but that 14-19 was the impact age this would have on children and teachers.

Over the years Primary Engineer has observed many things, one of which being children like to be called an engineer! They like to find problems to solve of their own. The Leaders Award, a Primary Engineer Programme, asks pupils if you were an engineer what would you do? In the past year 37,000 children and young adults submitted their inventions, with many exhibited at 9 events nationally, 220 awards and 6 universities making some of the best and craziest ideas. The gender demographic is an almost exact 50/50 split.

Inspiring the next generation and shoring up the continued supply of security professionals is something that Primary Engineer is committed to, if you are interested in finding out more please get in touch info@primaryengineer.co.uk





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- ▼ NEW: Protecting Urban Spaces Feature in conjunction with CPNI
- ▼ Safer Cities Briefing
- ▼ Drone Fly Zone ft Counter-IED UK Pavilion
- ▼ Co-located with International Disaster Response Expo

GET INVOLVED: WWW.INTERNATIONALSECURITYEXPO.COM

From PDP Online

How to help your team develop their careers

The article below is taken from our online Professional Development Platform. Access it via your own personal Members Area. There's a whole host of bite-size chunks of great guidance in there.

Employees are being told over and over again how they need to take responsibility for developing their own careers, and there is information being provided to them from all over to help them understand what they need to drive their careers forward. While no one is in any doubt that individuals must take charge, what is perhaps less clear is the role of the manager in developing their employees' careers.

Great management is about taking a genuine interest in your team's development, skills and contributions and facilitating the career progression that the individual is driving. It is often what attracts an employee to an organisation, what helps them deliver their best performance for that organisation and, arguably, what encourages them to stay with that organisation.



With this in mind, here are some tips on how to keep track of and enhance your employees' potential:

1. Track your team's performance

Do you really understand the respective strengths and weaknesses of those in your team? Spend some time recording and analysing your employees' skills and areas of weakness to find where they could benefit from additional training and development.

2. Plan opportunities for development

With this information to hand you can begin implementing on-the-job-training by incorporating your team's development needs when setting their work schedule. Ask employees to identify the areas where they feel they could benefit from more experience.

3. Schedule regular progress updates

Limiting feedback to an annual or quarterly appraisal alone just won't cut it. Make time to have regular one-on-one chats with your employees to let them know how they're progressing in their role and to take stock of any challenges they may be encountering.

4. Facilitate opportunities for progression within the firm

As a manager it's your job to share talent across the firm. Make your employees aware of opportunities available in other departments where their talents could be appreciated, developed and their careers could be taken to the next level and let the rest of the organisation know of any star performers or potential transfers.

Simple techniques such as these should be easy to implement while adding relatively little to your existing workload. With the chance to gain recognition as an effective leader and mentor, adopting an altruistic approach to your employee's development needs can produce positive results for all.

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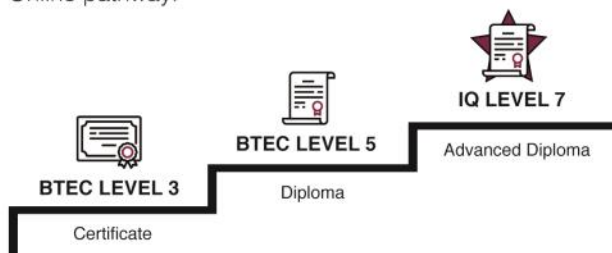


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Membership Matters

Membership Engagement Manager Di Thomas

We often use images of boats sailing away to illustrate the passing of loved ones. How ironic then, that photos of two Institute friends we have recently lost were taken on the Institute's Summer Boat Social in Windsor, 2015.

Peter Smith

We are saddened to report the passing of Peter Smith of Status Training Services, on 30th July after battling with treatment for Leukaemia. An active member of the Institute, he followed all activities and communications with interest once travelling had become too much for him. After his 20 years of police service, Peter established Status Training Services, an ACS company. He made a major contribution to the Police National Search Centre where he followed the tradition of excellent management and leadership in the world of "Search".

His youngest daughter Madeleine is a student member of the Institute, just completing a Masters in Risk at Durham University, and his son and elder daughter are both police officers. What dedication to security from one family.



Sue Seaby

Although not an Institute member, Sue came to many of our events and was very well known in security circles. She sadly died of cancer at the beginning of August. Sue was one of the most qualified and experienced corporate security leaders in our sector. A trained and qualified crisis management leader, hostage negotiator, change management practitioner, bomb threat assessor and behaviour profiling specialist. She won the inaugural *Women In Security Awards* in 2012 (Security Manager) and became the first Chair of the Women's Security Society in 2013. Sue was also a member of the CSARN Advisory Board, and she was proud to be a Freeman and Liveryman of the Worshipful Company of Security Professionals. Sue was almost as well known socially as she was professionally. Always networking and offering assistance to people she had only just met. This was her hallmark. She had so much great experiences to share that she never failed to make an impression on those she engaged with. A truly generous and friendly personality that will be missed by all that knew her. Sue loved life, accomplished a huge amount, and supported and influenced many. She will remain in the hearts of many in our community.



Continuing Professional Development (CPD)



CPD POINTS LOOK UP LIST : JULY and AUGUST

The summer holiday season sees fewer events but for many of us it can be an ideal time to catch up on reading and updating your CPD record sheet - its so much easier if you don't leave it all until the end of the year. Here are some activity reminders which might apply to you.

Date	Event	Activity	Formal	Informal
5 Jul	ST18, Harrogate	Attend exhibition		1
		Help (volunteer) on exhibition stand		1
		Attend Syl and CPD Partner events	2	
		Deliver a presentation	1	
6 Jul	CONRIS European Summer School, University of Portsmouth	Attend Syl and CPD Partner events (1 hour)	48	
		Deliver a presentation	1	
		Planning or organising an event		1
10 Jul	BRE Conference, Manchester	Attend Syl and CPD Partner events (1 hour)	8	
		Deliver a presentation	1	
		Planning or organising an event		1
12 Jul	ASC Business Meeting	Attend Syl and CPD Partner events (1 hour)	6	
16 Jul	MPS Counter-Terrorism Briefing, British Library	Attend Syl and CPD Partner events (1 hour)	4	
24 Jul 21 Aug	Syl VB Meeting	Committee work on a voluntary basis (1 hour)		1
1 Aug	Syl MMAG Meeting	Committee work on a voluntary basis (1 hour)		1
14 Aug	Syl Board Meeting	Committee work on a voluntary basis (1 hour)		1
	Anytime	Revalidate to higher grade of membership		1
	Anytime	Introduce a new member (1 member)		1
	Anytime	Publish newsletter items, blogs or web page content		1



Greet, Meet and Eat 25th September 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.

12:30 Welcome
13.15pm Drinks and Lunch

Tickets £20 for all, including BBQ lunch and a drink
This event is primarily for new Institute members but
existing members are very welcome too !



[Book Now](#)



Greet, Meet and Eat 18th September 2018

Security Institute Fellowship Lunch

Swan Shakespeare's Globe, Bankside, London

12 noon Welcome and VIP speaker
1pm Lunch is served

FREE Guided tour of the Globe Theatre available

Tickets £55 including 3-course lunch

This event is exclusively for Fellows of the Security Institute.



[Book Now](#)





Greet, Meet and Eat
27th September 2018

Young Members Group Trivia Night

RAF Club, 128 Piccadilly, London, W1J 7PY
18:30 Welcome
19.00 pm Quiz starts

Tickets £20 members, £25 non-members.
Includes a drink & supper

This event is for Young Members Groups of Syl and WCoSP

[Book Now](#)



Premier CPD Event
24th October 2018

Security Institute Annual Conference

The Crystal, Siemens Way, Victoria Dock, London

Registration from 8.30. Starts 9.00 - concludes 7.00pm
FREE access to the interactive sustainability exhibition

Tickets £149 (members) £199 (guests) £120 (concessions)

The premier CPD event for Security Institute members.



[Book Now](#)

Join the Syl HQ team

We're recruiting

Membership Engagement Manager

Job Type: Full-time based at Syl HQ, Caldecote, Warks.

Salary: £27,000.00 /year

The Security Institute is recruiting a manager for their Membership Engagement Team, based in Caldecote, Warwickshire. Whilst technical competence and dynamic engagement is required for this role, it is also vital that the candidate selected has strong mentoring experience and an emotionally intelligent approach to small team leadership.

The Security Institute supports the professional development of over 2700 security personnel from dozens of security disciplines. The variety of events and touchpoints with the membership demands a high tempo from the engagement team so any candidate must be prepared to lead from the front.

Day to day responsibilities include:

- Leading the development, co-ordination and delivery of Membership Engagement, including Events and External Engagement programmes
- Develop marketing plans for Events to ensure consistence of tone and message throughout
- Oversee the promotion and marketing of all aspects of the business generally and events specifically
- Creation of PR and communications collateral to promote the business and its events
- Managing two staff - the PR & Marketing Officer and Events Administrator
- Supporting the Office Manager and Membership Manager with their roles, providing pre-arranged cover of tasks where necessary

The ideal person will be/have:

- A strong background in marketing and events.
- A proven track record of developing and managing events for varying agendas
- Experience in budget setting and budget control relating to events
- Impeccable communications capabilities, including copy for social media and events collateral
- Team focused and comfortable working across multiple projects concurrently
- Able to manage stakeholders, volunteers and senior leaders both in and outside of the business
- Well organised and able to manage a detailed programme of work with multiple stakeholders
- Able to travel within the UK if required to host events and/or exhibitions
- Experience of membership organisations would be an advantage

Experience:

- Events and Marketing: 3 years (Preferred)
- Membership Engagement: 1 year (Preferred)

To Apply: [CLICK HERE](#) or see hyperlink address list on back page

New faces on the Young Members Group committee

Chairman

Matt Mowbray

The Young Members Group has appointed two new members to their organising committee, which meets to plan events and scope out any other comms and initiatives they think might appeal to the group.

Any Syl member (any grade) can opt into the group provided they are aged under 35. The YMG have their own LinkedIn group, and meet several times a year to develop network and pick up useful CPD learning. The next meeting is a fun Trivia night with a group from the Worshipful Company of Security Professionals on 27th September (see opposite).

Meet Charlotte Watt

Firstly a big thank-you to Matt and John for my invitation to be part of the committee. I look forward to bringing more focus to the north west and the talent pool it holds. My background that led me to the Institute started with a career in the British Army. Following 9 years of service I discharged and completed my CP and SV course. I had 3 successful years travelling the world working with HNW clients and royal dignitaries. Following this I decided I wanted to complete some CPD and take on a more stable role. I enrolled on my level 5 Security Management diploma and was offered a job in medium sized shopping centre as the security manager. In September I will transition to a industrial background (security related role) and continue with my CPD with the aim to complete a masters degree. I hope to meet many YMG members in person along the way and I look forward to getting my teeth into some event organising.



Meet Luke Holden

Thanks for the invitation Matt. I'm looking forward to working with you and the rest of the committee in the near future. I've been involved in security work since I was 18 years old having started off as a Security Office in a large regional shopping centre. Wanting to progress my career beyond manned guarding activities, 6 years ago I embarked on Bachelor's Degree in Risk and Security Management with the University of Portsmouth under the tutelage of Dr Alison Wakefield and successfully completed my studies last summer. I'm currently working in the Aerospace industry for Airbus as the Security Operations Manager based at Filton, Bristol. I hope that the development of the regional sections of the YMG will provide the younger members of the Security Institute with many valuable networking opportunities to enable them to develop both themselves and their careers.



LOOK WHO'S JOINED

Congratulations to everyone who has joined the Institute in June and July —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 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

Amanda Grindell Esoteric
Alan Ennis Guarding UK
Christopher Clarke Jacobs Engineering UK
Dominic Turl Esoteric
Evertone Marin Guarding UK
John Clune Jacobs Engineering UK
Maxwell Baldry-Steen Falcon DHQ
Nicholas Booker Jacobs Engineering UK
Susannah Butler Severn Trent

Audrey Pilmore-Bedford Esoteric
Ayesha Tony Guarding UK
David Grant Jacobs Engineering UK
Francescos Stavrou Guarding UK
James Beardsmore Guarding UK
John Jefford Guarding UK
Michael Spring Guarding UK
Steven Robb Guarding UK
Thomas Williams Falcon DHQ

Associates

Dewald Groenewald ASyI
Jonathan Jones ASyI MOD

Camilla Scimgeour ASyI Pool Reinsurance Coy **Philip Richardson** MSyI
Ian Butt ASyI MOD
Samantha White ASyI MOD **Neil Lidyard-Davies** MSyI

Members

Andrew Perkins MSyI **Lee Kibble** MSyI
Adam Kassell MSyI PM Proactive **Martin Smith** FSyI
Chris Scott MSyI R3S Global
Dan Smith MSyI
David Gough MSyI Eagle Security Group
Darragh O'Mahony MSyI Bard Pharmaceuticals
Giulio Giovannoli MSyI
Ian Connor MSyI G4S
Kevin Andrews CSyP MSyI MFD International
Jurek Tolloczko MSyI Atkins **Jon Lorimer** CSyP MSyI
Jeremy Davison MSyI National Nuclear Laboratory
Mark Burtonwood CSyP MSyI SIA
Matthew Dixon MSyI Richemont UK **Richard Matthews** MSyI
Munhib Syed MSyI Danhouse Security Services
Nicholas Reed MSyI Royal United Hospitals Bath NHS Fdn Trust
Peter (Ned) Kelley MSyI Securitas Security Services
Richard Barry MSyI HM Forces **Adrian Maddock** MSyI
Steve Foreman MSyI Population Services International
Stephen Frost MSyI Securitem Consultancy **Joe McGee** MSyI
Tony Dyer MSyI Kent Police

Andy Butt MSyI HM Prison & Probation Service **Keith Scott** MSyI
Andy Wood MSyI Engie UK
Carol Ann Kinley-Smith MSyI BBC **Jon Thomson** MSyI
David Wilton MSyI Dewnan Advisory Group **Rick Mounfield** CSyP FSyI
Dean Cresswell MSyI HM Forces **Rick Mounfield** CSyP FSyI
David Spanngenberg MSyI Erinys **Willem Kempen** MSyI
Greg Olenszuk MSyI Construction Ind Secure **Dale Edwards** MSyI
Keith Denton MSyI Periculum Solutions
Jan Kiat Wong MSyI Aegis Industrial Solutions
John Piek MSyI Toyota SA Motors (Pty)
Mark Hazelton MSyI Redbull Technology **Andrew Nicholls** MSyI
Mike Dever MSyI Dever Clark & Associates **Jason Brown** CSyP FSyI
Mark Turnbull MSyI Andrews Internatioal **Peter Lavery** FSyI
Nic Hasslam MSyI Melco Resourts & Entertainment
Neil Robertshaw MSyI Security Support Group International
Paul Simmonds MSyI Argus International Consulting
Rob Cochrane MSyI **Neil Peacock** MSyI
Richard Clark MSyI Vestas Wind Systems **Rick Mounfield** CSyP FSyI
Stuart Madonald MSyI Sony Pictures Entertainment **Simon Harris** MSyI
Sreejith Sreekumar MSyI Intercontinental Doha The City **Giles Broughton** MSyI
Tim Hewitt MSyI EMP Risk **Karl Tweddle** MSyI

Revalidations to Associate

Chris Fernandes ASyI, National Crime Agency

Revalidations to Member

Chris Baker MSyI MoD
Rick Spence MSyI HM Forces

Roland Stock MSyI Deutsche Post AG
Richie Nicholl MSyI Galloglas Security & Logistics

Reinstatements

Nodin Muzee MSyI, Hostile Risk Management

Joe Lincoln MSyI
Peter Dack MSyI, Underwriters Laboratory



Student Members

Via the Security Institute Distance Learning Programmes

Ben Bleasdale
Gareth Evans
John Smith
Michelle Bailey
Tom Bones

Chris Gorton
Ian Ellis
Kevin Jones
Philip Clarke
Theodoros Samopoulos

Chris Davidge
Ian Bazyluk
Lewis Wylie
Robert West

Darren Bryan
Jad Fattouh
Mick Weston
Scott Wheeldon

Via Universities

Alyson Miller (University of Leicester)
Charl Le Roux (University of Leicester)
David Moseley (University of Leicester)
Hezron Granville (University of Leicester)
Innocent Ochagla (University of Leicester)
Zac Khachik (University of Leicester)

John Anderson
Andrew Long
Ryan Newman
Marc Smith

(University of Portsmouth)
(University of Portsmouth)
(University of Cambridge)
(London Metropolitan University)

The Security Institute - an excellent networking tool

A person journey by Syl Member

Joe Lincoln MSc CPP MSyl



In 2006 just before I left the UK military I considered the best course of action to successfully move to civilian employment. Since leaving school at 17 I had served in the British Army for 22 years so I was green through and through. I recognized that attaining credible and worthwhile civilian qualifications was essential, so I utilized the assistance given by the military to complete courses prior to and following discharge. I did this to compliment my military experience and qualifications acquired while serving. I had observed colleagues who had left the military and had been successful so I thought this was the way to go! I started a post graduate MSc in Security Management with Loughborough University, completed a PRINCE2 project management course and an EDEXCEL course in Close Protection Operations in order to attain my UK SIA license. I knew I wanted to remain in the world of security management. My time working in support of the British Foreign and Commonwealth Office at Embassies in exotic destinations wetted my appetite for that. I also became interested in the oil and gas industry, having been exposed to such operations in far sprung corners of the world while with the military.

The second part of my transition plan was to network with people I knew who had already successfully made the move into civilian life. This provided great insight into what to expect. The same month that I left the Army, I was offered a position working with Drum Cussac as a security and risk consultant operating in West Africa servicing clients within the Energy sector.

In 2009 I then moved to Seven Energy, an oil and gas exploration and production company headquartered out of London and operating in Nigeria, West Africa. I was employed as the Senior Security and Risk Manager. Between 2009 and 2014, I was heavily involved with all in-country projects and learned a lot regarding upstream, midstream and downstream oil and gas operations. The company grew from a startup company into a more established business with large revenue streams and all the headaches and security risks that brings, especially operating in such a potentially volatile environment. However it was a great place to learn how to effectively deal with a plethora of security related issues and many useful lessons were learned.

During this time, I completed my MSc and in 2014 I completed the Certified Protection Professional course with ASIS. It was also around this time I first heard about The Security Institute via a colleague in the industry and joined and an MSyl.

I moved to Texas in 2014 with my family and obtained my US permanent residence card shortly thereafter. In early 2016, I took a job running a security services business based in Austin, Texas. This role was very interesting as it exposed me to the challenges of running a P&L and I turned the business into a profitable one. I introduced robust processes to ensure compliance with all Federal and State legal and regulatory business requirements. The biggest challenges during that time were related to HR, managing, motivating, mentoring and training a large team of personnel while complying with the strict labour laws!

I left that role earlier this year in search of a new challenge. I travelled to UK and met up with a number of my ex-colleagues all of whom were particularly helpful with my job search. That is when I reconnected with The Security Institute and met with Rick Mounfield, CEO of the Security Institute and a good friend of mine who I served with in the UK military. Rick provided me with some invaluable insight into potential opportunities right here in the US where I now live. He persuaded me to renew my membership with The Security Institute, which I did. The two main connections were with Brits who had moved stateside. Both were ex British military and both very inspirational in their vision for growing their security companies. I was presented with an amazing opportunity as Operations Director with GEOS360 based out of Dallas to manage their global travel and risk response program. Here was I thinking I might have to travel far away from where I live in order to find meaningful opportunities and through The Security Institute and Rick's assistance I ended up with a great job virtually on my doorstep.

Throughout my career, it has become even more obvious to me that you must maintain connection with your friends and colleagues throughout the industry as you never know when there is an opportunity to help each other. This is of course reciprocal and we should always be prepared to take the time out and return the favour accordingly. One way in doing that is joining or maintaining your link with The Security Institute. As well as being an invaluable source of the latest security industry best practice information, it is also the ideal resource to network and find your next job. I am glad I reconnected with The Security Institute as it led me to this very exciting opportunity I now find myself in.

Syl In the Spotlight



Marketing & PR Officer

Rachael Short

We work hard to keep the Security Institute visible to as many people as possible. If you have an exhibition or article (or other great idea!) that you think will help, please contact her on Rachael@security-institute.org

With a quieter couple of Summer months upon us for our Events and Exhibition attendance, July gave us an opportunity to really have a look at what you as members would value in the new Security Institute online shop. A number of items were trialled at this year's AGM and some helpful comments were provided in the feedback sheets sent out following it. Putting our heads together at HQ, we have ordered a collection of premium and novelty branded items with in a range of prices, meaning that everyone can have a piece of the Syl at home.

Items which are upcoming in our new online shop include:

Premium & Executive Items

- Moleskine notebooks – Grey with an embossed Syl logo and creamy, strong, lined paper stock.
- Cross pens – High quality engraved pens with black ink.
- Geometric hot and cold drinks tumbler – We've tried and tested these at HQ and found them to be perfect for those early morning commutes!
- Syl lapel pin – Small, simple and elegant.
- CSyP lapel pin – Easily recognisable amongst your fellow CSyPs.
- Silk ties – In a beautiful midnight blue with stylish silver Syl logomarks tiled across the material.

Novelty & Everyday Items

- Ballpoint pens with black ink
- Lanyards
- Sticky notes
- Blue notebooks
- Oyster card holders
- Clear A4 folders

Coming soon will also be cufflinks and tie clips from Badger & Browne. Keep your eyes peeled on the Syl website for the above items to be ready on sale.

Upcoming Exhibitions & Conferences

We are looking forward to our Autumn events and exhibitions programme and getting prepared for a busy season ahead. September to November will see us dotted around the UK, stopping in Dublin, Manchester, Bristol and London. As always, we would love to see more of our members engaging with their Institute and volunteering some time on the Syl stand. If you plan on attending any of the below exhibitions, contact Rachael@security-institute.org with your availability to earn some CPD and do some networking!

Upcoming 2018 Exhibitions

Dates for your Diary

Thurs 5 th September:	ST18 Ireland , Red Cow Moran Hotel, Dublin
Thurs 4 th October:	ASC Conference , Heathrow Marriott Hotel, London
Tues 8 th – 9 th October:	Total Security Summit , Renaissance Manchester City Centre Hotel, Manchester
Tues 23 rd October:	Security Cleared / Cyber Security Expo @ QEII Centre , London
Weds 7 th November:	ST18 London , Park Inn Hotel, Heathrow
Tues 13 th /14 th November:	Global MSC Conference , Bristol
Weds 28 th – 29 th November:	International Security Expo , Olympia, London

Making mentoring work

- top tips

If you are considering entering a mentoring relationship but are unsure what is involved, then we have put together some tips to provide a better understanding and help you decide if it is for you. Before embarking on your mentoring relationship there are a few key aspects that you need to reach agreement on.

Logistics

You should have an initial discussion around:

- ✓ **How often and how long to meet for.** An hour is generally considered to be the normal arrangement, but this can be adjusted to suit individual needs. Time restrictions of both parties do need to be considered.
- ✓ **How many meetings/how long should the process last.** The usual cycle is between 6 meetings over 6 months to 12 meetings over 12 months, but this can vary depending on the complexity of the mentoring goals and individual's needs. Dates and times for future meetings can be set at the initial meeting.
- ✓ **Where to meet.** Somewhere neutral is usually preferable and should be a place where the mentee will feel confident and secure enough to discuss concerns openly. You might want to consider "meeting" by phone or virtually using something like Facetime, which can be just as effective as meeting face to face.
- ✓ **Communication between meetings.** Agree how much communication is acceptable between meetings and how this communication can be done, email, telephone etc.
- ✓ **Record keeping** – agree who will be responsible for note taking and actions agreed at each meeting.
- ✓ **Confidentiality** – discuss what your individual understanding is of what confidentiality means and check that your ideas align.
- ✓ **Prematurely ending the relationship** – Discuss how you will manage things if either of you wishes to end the mentoring relationship before the agreed time.
- ✓ **Boundaries** – Clarify how much "work" each party is happy to do between meetings and any other boundaries you may want to set.

The Mentoring Process

- ◆ **Goals/Objectives** The most effective mentoring conversation needs to focus on setting and achieving goals, exploring issues and making informed decisions. The process begins by getting the mentee to reflect on their current situation and experience and then move towards an informed decision on how best to progress.
- ◆ **Define The Challenge** Mentoring needs to have a purpose, so discuss broad aims from the outset and clearly identify the scope of the issues that you need to work on. At the heart of the mentoring conversation are 2 key questions
- ◆ **Where is the Mentee Now? Where Do They Want To Be?** There are a number of tools that you can use to help you both answer these questions – these tools can also be found in our mentoring platform but are outlined below:
 - ◆ **Where is the Mentee Now?**
 - SWOT** – This will help you to understand the mentee's strengths, weaknesses, opportunities and threats.
 - The G-Star Model** – This looks at goals, current situation, current thinking, current actions and results.
 - ◆ **Where Does The Mentee Want To Be?** Once you have clearly identified the issues and challenges that the mentee is facing, the next step is to set goals and milestones that you can work towards. This will give focus and ensure that the mentoring relationship doesn't stall or become side tracked.
- ◆ **Setting SMART Goals** Our mentoring platform includes a SMART Goals template to help you set specific, measurable, achievable, relevant and timebound goals and set out milestones to identify progress in achieving these goals. These will form the core of your mentoring journey and should be regularly reviewed to ensure progress is being made in achieving goals and the milestones along the way.

The Mentoring Process – The Mentor’s Role

Keep the process on track

As mentor your role is to keep the process going in terms of maintaining an awareness of time, focus and boundaries and retaining a constructive tone.

- **Challenge** – this could involve challenging inconsistencies or assumptions in what you hear from the mentee. You might challenge the mentee to stretch themselves. However, it should be done sensitively and appropriately to help them open up possibilities rather than close them down.
- **Encourage** the mentee to explore a wide range of options and possibilities.
- **Share Expertise** with your mentee
- **Action Points** – encourage the setting of action points that are specific, realistic and time bound.
- **Review Progress** – ensure action points are completed and progress is being made to reaching goals and overcoming challenges.

The Mentoring Process – The Mentee’s Role

- Own and take responsibility for content. The purpose of mentoring is to work on your professional development. The mentor’s role is not to solve your problems for you or provide quick fixes.
- Be open to developing your self-awareness and to making changes.
- Be open to what the mentor has to say and to their advice; this doesn’t mean you have to agree with it. It does mean you should receive it, reflect upon it and decide later whether you agree and whether to act on it.
- Reflect between sessions on what has been discussed and make sure you follow through on any action points

Why not start your mentoring journey by signing up to our mentoring program.



Convergence: Making Cyber Security visible to members

A report from Syl Cyber SIG

With the convergence of physical and digital security, Security Directors need timely indicators of their cyber security posture. The Security Institute has therefore partnered with [Cyber Rescue](https://www.cyberrescue.co.uk/) <https://www.cyberrescue.co.uk/> to make cyber security developments more clearly visible to all our members.

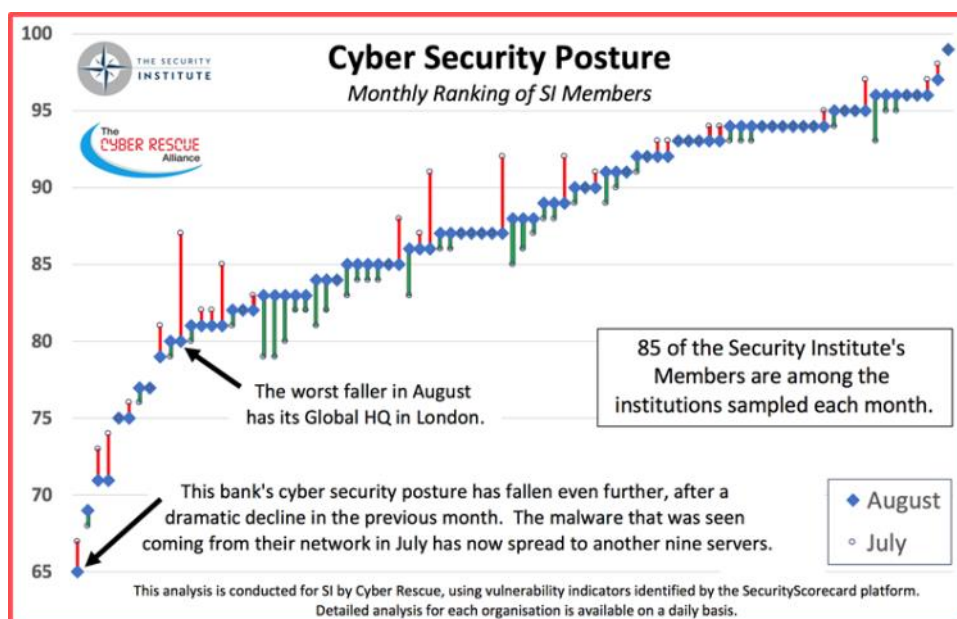
This month's developments in Cyber Security Postures

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?

We believe Security Directors should discuss cyber developments with their colleagues, from the IT department, to Risk, Privacy, Operations and among the Board. The following is a summary of cyber developments you'll want to be aware of.



Recent developments in Cyber and Convergent Security

New research highlights how cyber security could be breached, for example that over 10% of cyber professionals have considered working for criminals, and corporate networks could be hacked by fax. Authorities continue to publish alerts, for example in August of a possible mass attack on cash machines.

How to respond and recover from cyber crises is therefore a growing priority eg. The Bank of England says “Boards should be planning on the assumption that disruption will occur.”

The BoE paper also highlights supplier risk, saying “Boards” oversight needs to cover any activities outsourced to third-party providers” (suppliers)



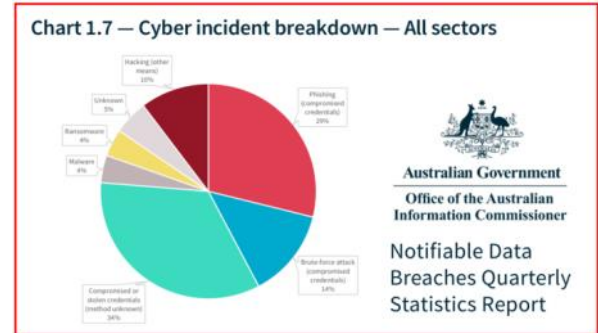
The 200% increase in Supply Chain compromises was recently highlighted by UK's [NCSC](#). Similarly, [the USA's NCSC reported](#) how hackers are targeting software supply chains, referencing 2 million computers infected because they purchased CCleaner anti-virus software. [CrowdStrike reported](#) that 68% of security experts know they're unprepared to defend against supply chain attacks.

Apple's Chief Risk Officer is among those considering the supply-chain resilience lessons of the [\\$170m harm](#) caused on 3rd August to their supplier, by a WannaCry variant on unpatched machines.

A supplier breach was admitted by [TCM Bank on 3rd August](#), hitting credit card applicants in the US. Another supplier [breach](#) hit National Australia Bank and Macquarie Group, via HR Cloud provider PageUp. Similarly, the small bank Monzo and digital banker Revolut were among those hit by a [breach](#) at survey supplier Typeform.

Data breach reports are increasing eg. they are [up by 63% in Australia](#) in the 3 months. Breach reports [quadrupled in the UK](#) and [quintupled in Ireland](#) after GDPR came into force, with over-reporting a new concern for regulators. These breach reports provide good threat intel, eg that in the finance sector, [50% of breaches are now caused by Phishing](#).

The cost of the typical data breach has risen 6.4% according to the [annual Ponemon survey](#), and now stands at £3 million (with wide variation by country and sector). Interestingly, the typical enterprise is estimated to have a 28% chance of suffering "a material breach" in the next 24 months.



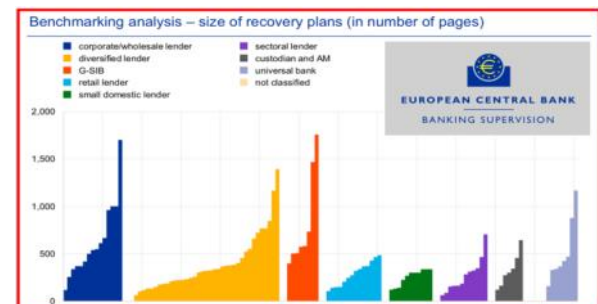
Thailand, India and Russia saw more direct breaches and fraud, at Thailand's third largest bank, [the State Bank of India](#) and at [PIR Bank](#). The Russian breach cost \$1m USD, and was blamed on PIR Bank still using an out-of-date router. A more recent risk to financial institutions is demonstrated by IntSights' finding of a 135% annual increase in the [bank data for sale on dark web markets](#).

Cyber insurance prices are falling, with [CIAB reporting](#) that 30% of insurers are suffering cyber prices decline, versus 12% enjoying an increase. The percentage of enterprises buying cyber insurance is flat, though half of companies that renew their cover increase it, typically to \$3.2 million. The insurance industry has defined shared terminology, with a 9th July [announcement](#) of a Cyber Data Breach Standard. Perhaps Virginia Bank wishes the Standard was in place before its [\\$2m dispute with its cyber insurer](#). More on insurance [here](#).

Your cyber recovery plan "may be too large," according to the [European Central Bank](#), after reviewing over one hundred such documents.

The shortest plan analysed by the ECB was less than 80 pages, the longest was over 1,700. "The ECB is doubtful that every bank's plan could be implemented in an effective manner." The ECB list best practises, such as short Play Books and Dry Run Exercises).

Practicing those recovery plans is part of what the "Threat Intelligence-based Ethical Red Teaming" initiative ([TIBER-EU](#)) is all about. While voluntary, many banks and regulators worldwide will spend some of the summer re-reading its intelligent approach. A good summary is [here](#).



Similarly, "what you do after you're attacked" is the main cyber concern of the Singapore State investment fund, [as reported in the FT](#).

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 Duffy at Cyber Rescue for copies of articles email kevin.duffy@cyberrescue.co.uk or tel: 07920 766530.

Charity Update

Not-So-Tough-Mudders Team, 8th September, Nottingham

Team: Syl HQ girls Andrea, Becky, Helen and Rachael are teaming up against cancer

Another influx of generous donations has boosted the online total of funds raised to £530 for The Cancer Research UK Pretty Muddy 5k challenge! Please do donate if you can, or come and cheerlead for us if you're around Nottingham on 8th September - any and all support is highly appreciated.. View our fundraising progress [HERE](#) or at <https://fundraise.cancerresearchuk.org/team/the-syi-not-so-tough-mudders>



Syl-Tough-Mudders Team, 22nd September, Crawley

Team: Syl members Dave Mounfield, Paul Drury, Charlotte Watt, Steve Hayes, Andy Johnstone, Rick Mounfield and Adam Lambert.

Donations currently stand at £1,310 for this team, We hope that you will be willing to donate something to the cause so that communities in fragile countries can become self sufficient and sustainable in their well being, safety and security. You can help the Security Institute raise money for this great cause by donating directly to their [HERE](#) or at <https://www.justgiving.com/fundraising/thesecurityinstitute> .

Send a Cow has been working with some of Africa's poorest families for 30 years this year, helping over 2 million people work their way out of extreme poverty. They provide livestock, tools, seeds and training as part of a programme giving people the hope and means to establish a future for themselves and their families.

The Security Institute provides others with the knowledge and networks to be better at what they do (advising on security) which is a similar concept to Send a cow. Global sustainability issues (such as poverty) do have an impact on global security. By helping communities become self sufficient, confident and capable, they are less vulnerable to the influences of criminals and those that would exploit desperate humans.



Managing Metal Theft

Advice from

Tony Stead & BMRA

In 2019, the British Metals Recycling Association (BMRA) will celebrate its centenary. When it was formed, BMRA focused on defining and supporting businesses collecting and scrapping metals. Since then, as an independent trade body, we have evolved rapidly as a leading authority within the recycling sector both nationally and internationally.

Our membership of roughly 420 sites recycle predominantly metals, although other products include plastics, rubber and the foam; pretty much all that one considers to be components of a modern car and more besides. In today's heavily regulated recycling industry, our processes focus on the meeting the environmental challenges posed by Government's Circular Economy drive head-on.

Why is BMRA of relevance to you?

Well, the people who have stolen your materials may well try to sell them at our sites, which is where we can help. Under the Scrap Metal Dealers Act 2013, recyclers are required to check ID, making copies of documents, and cannot pay cash for scrap metal. They also have to keep that documentation for three years.

We are aware that the fear of reputational damage, increased insurance premiums, repeated thefts or even share devaluation is deterring many businesses from reporting thefts. The continued impact of theft may hang overhead for a while as pain and discomfort is swallowed internally but the criminal gets away to strike again.

If you tell us about the theft of your 40 metal pallets, 1,000 metres of cabling or 500 jerry cans, we could alert our members to be on the look-out for your property. There is also more likelihood that the police could identify the criminals who have sold your property if it does find its way to a yard that has bought the material in good faith. Wouldn't that make you look good!

We are here to help you stamp out metal theft. Visit <https://www.recyclemetals.org/>

About the Author

Following a 22yr British Army career, Tony graduated with an MSc in Security Management with Loughborough University and undertook Terrorism Studies with St Andrews. Prior to BMRA, Tony's recent roles supported the Oil and Gas Sector across Africa by offering practical operational and security insight.



Addresses for Hyperlinks used in this edition

Page

2	<u>UK Corporate Governance Code</u>	https://www.icaew.com/library/subject-gateways/corporate-governance/codes-and-reports/uk-corporate-governance-code#code
2	<u>International Framework: Good Governance in the Public Sector</u>	http://www.cipfa.org/policy-and-guidance/standards/international-framework-good-governance-in-the-public-sector
3	<u>Good Governance Index</u>	https://www.iod.com/news/news/articles/The-2017-Good-Governance-Report
3	<u>UN Global Compact</u>	https://www.unglobalcompact.org/
3	<u>UK Govt CSR Strategy</u>	https://www.gov.uk/government/news/government-outlines-vision-to-empower-and-invest-in-society
3	<u>Security Institute Annual Conference</u>	https://event.bookitbee.com/17277/241018-the-security-institute-annual-conference-20
3	<u>Security Commonwealth</u>	https://securitycommonwealth.org/
3	<u>Cyber Alliance</u>	http://www.risk-uk.com/collaborative-alliance-formed-to-advance-uks-cyber-security-profession/
3	<u>CSSC</u>	https://www.thecssc.com/
14 / 15	Book Syl Events	https://event.bookitbee.com and search Security Institute
16	<u>Apply for Syl HQ Vacancy</u>	https://www.indeed.co.uk/jobs?q=membership%20engagement%20manager&l&vjk=47d0dd0f4327fd69
24	<u>Cyber Rescue</u>	https://www.cyberrescue.co.uk/ for access to 20+ hyperlinks in this article

If you've been tempted to consider joining our Distance Learning programme, don't forget to claim your 10% discount. Read more about the qualifications [here](#) or talk to our education partner PerpetuityARC by calling +44 116 277 3313. The next intake for Certificate and Diploma starts in September.

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 Perpetuity Training Academy www.perpetuitytraining.com.

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

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