

NEW! Reading each edition of the
Newsletter score **0.5 Formal**
CPD point.



News from your Security Institute

All Change, all change

Nominations now open for the
Board of Directors, and
changes at Syl HQ

**SIRA of Dubai and
Security Institute sign
agreement**

**Dubai 2019: Our first visit to
Intersec, meeting the Middle
East Members Group and
formal recognition by SIRA**

**CPD News ...
Reading this newsletter
scores 1 Formal point**

Find out what's new in the
2019 CPD Toolkit



Save the Date!



THE SECURITY
INSTITUTE

Join us at ZSL London
Zoo for our
**Gala Awards
Dinner** on Wednesday
3rd July

Bookings will open soon!
**£95.00 Per ticket for
Members and
Guests**



join us at **Security TWENTY 19** CONFERENCE & EXHIBITION

30 April 2019

Hilton Hotel, William St, Glasgow



Our sponsors



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**Professional
SECURITY**
Magazine

WHAT'S ON AT THE INSTITUTE

MARCH

19

Mar

REGIONAL FREE CPD CPD afternoon event hosted at Virgin Money, Newcastle and focussing on the convergence of physical and cyber security. Join 40 other regional Syl members and enjoy Virgin's generous hospitality. [BOOK](#)

21

Mar

Dine in style at the Old Bailey. Open to all Institute members to join Chartered Security Professionals for their **Annual Celebratory Dinner**. Black tie, presentations and access to an event you wouldn't get anywhere else. [BOOK](#)

APRIL

8

Apr

Syl Young Members Group **CPD evening at Westminster Abbey** with a fascinating behind-the-scenes glimpse of securing places of worship - there's a lot more to it than you think. Afterwards, some great networking at a local pub. [BOOK](#)

23

Apr

Fellowship Lunch An exclusive networking lunch for FSyls only onboard the Sunborn Yacht in Prince Albert dock, London. Why not fly there via the Emirates skyline! Thanks Optical Resilience for supporting this. [BOOK](#)

9 - 11

Apr

REGIONAL. The Security Event launches at the NEC, Birmingham on 9th - 11th April. Syl will be exhibiting and welcoming #NextGen for the third set of young people learning about security. Linx Group International are also hosting an educational theatre.

30

Apr

Security Institute **Annual General Meeting** at the Victory Service Club, just off Edgware Road, London. Vote for your new Board, and hear presentations from the Board and CE on progress and plans. **FREE CPD** [BOOK](#)

30

Apr

REGIONAL If you're based 'up North' and are not able to join us for the AGM, why not visit **ST19 in Glasgow**, where you'll receive a warm Scottish welcome and earn valuable CPD points from the exhibition and conference. **FREE CPD** [BOOK](#)

Preparing for the Fourth Industrial Revolution

Chairman

Dr. Alison Wakefield



This time last year, in my first column as the new Institute Chairman, I wrote about the risks that most concerned senior business executives in 2018, as identified in the Economist Intelligence Unit's *Risk 2018* report. My focus was the importance of supporting the development of our members in meeting the professional challenges of working in an increasingly uncertain business environment, and dealing with the sheer pace of change.

One year on, another set of reports have been published on the risks to businesses, and to the world as a whole, that are likely to characterise 2019. In addition, last October the Defence Concepts and Doctrine Centre (DCDC) within the Ministry of Defence published the sixth edition of its strategic intelligence forecast *Global Strategic Trends*, with a focus on trends through to 2050. What is distinctive about the latest edition is its emphasis on the complexity of the risks now facing the world, with the report's foreword by the Chief of the Defence Staff General Sir Nick Carter and the Ministry of Defence Permanent Secretary Stephen Lovegrove opening with the words "We are at an inflection point". They point to the "unprecedented acceleration in the speed of change, driving ever more complex interactions" between familiar trends such as environmental stress, changing demography, accelerating technological advancement and the changing balance of economic, political and military power, arguing that "the cumulative effect represents a strategic challenge that requires a strategic response". In the December newsletter we included a brief summary of, and link to, the Institute's submission to the Department for Digital, Culture, Media and Sport (DCMS) Consultation on Developing the UK Cyber Security Profession. In the submission we listed "A series of challenges and obstacles [that] inhibit the UK's resilience to cyber attack, both societally and in our capacity to train the professionals of the future" and noted "the need for cyber security skills to be embedded throughout society, and for the cyber security professionalism landscape to be integrated with this broader aspiration". We expressed concern about barriers to entry for individuals without technical backgrounds, and support for the breadth of the knowledge categories that underpin the UK government's Cyber Security Body of Knowledge (CyBOK) as a means of defining the parameters and scope of professional cyber security, which include its human, organisational, legal and regulatory aspects.

In the *Global Strategic Trends* report, cyber security threats are, unsurprisingly, a recurring theme. These are discussed in the wider context of accelerating technological advancement and its implications, underscoring the importance for security practitioners of not only building and maintaining a strong understanding of information and cyber security risks, threats and measures, but a command of the broader developments taking place. The report refers to the concept of the "fourth industrial revolution" (sometimes alternatively referred to as "Industry 4.0"), coined by Professor Klaus Schwab, the Executive Chairman of the World Economic Forum, and reflecting "the change to a significantly more automated world ... involving a range of new technologies that are fusing the physical, digital and biological worlds and impacting all disciplines, economies and industries". The first industrial revolution of around 1760 to 1840 had been characterised by the mechanisation of production through water and steam power, while the second occurred in the late 19th century and created mass production fuelled by electricity, gas and oil. The third industrial revolution, beginning in the 1960s, is also known as the "digital revolution", brought about through the development of electronics, mainframe computing, personal computing and the internet.

In his 2016 book, published by Penguin in 2017, Schwab argues that what is distinctive about the fourth industrial revolution is that “technology and digitisation will revolutionise everything, making the overused and often ill-used adage ‘this time is different’ apt”, and “major technological innovations are on the brink of fuelling momentous change throughout the world”. Key dimensions are the speed of innovation as well as the scale, so that “a unit of wealth is created today with much fewer workers compared with 10 or 15 years ago” because of the minimal marginal costs of digital businesses, and the fact that their products – information – have negligible storage, transportation or replication costs. The fourth industrial revolution is seen to have started early in the new millennium, facilitated by the internet, using the power of digitisation and information technology to enable all dimensions of production to be connected in real time. Schwab explains that it is being driven by the growing interrelationship between physical innovations (such as autonomous vehicles, 3D printing, advanced robotics, and new materials, including advanced nanomaterials such as graphene); digital innovations, such as technologies enabling the internet of things (including sensors, big data and cloud computing), blockchain technology, and the on-demand economy epitomised by Uber, Airbnb and Deliveroo; and biological innovations such as genome editing (the modification of DNA in living organisms), which raise profound ethical issues but have significant implications for spheres such as medicine, agriculture and biofuels.

Schwab’s second book, published by Penguin in 2018, concludes with a call for “action and leadership from all organisations, sectors and individuals in the form of “systems leadership”, involving new approaches to technology, governance and values”. He argues that this requires governments to invest in more agile approaches to governance that empower communities and deeply engage business and civil society; businesses to be aware of the opportunities that “4ir” presents and develop ways of working that are sensitive to their impact on employees, customers and communities; and individuals to get involved in conversations about the implications of 4ir and experience the technologies associated with it. Schwab’s call for visionary leadership reflects the need to understand the threats as well as the opportunities presented by 4ir, because there is evidently a very dark side to such changes. To mitigate these, leadership needs to be people-centric, preparing adequately for the changing nature of work and particularly the impact of accelerating automation, and ensuring that ethical considerations are built into technological development processes.

There is a significant role for security practitioners to play, in helping to manage the challenges, mitigate the threats, and establish appropriate standards and ethical frameworks, so as to minimise the adverse outcomes of 4ir. As is the case with cyber security skills, knowledge and understanding of 4ir and its implications need to be embedded throughout society including professional security, and the starting point is education and discussion, as Schwab advocates. 4ir will therefore be an increasingly recurring theme in our professional community and other sectors: a challenging but critically important topic for us all to consider as we approach 2019, and for the Institute to embed within our strategy for the CPD we offer to our members.

Our 2018 Journey

Chief Executive Rick Mounfield



I'd like to start with a reflection on the last paragraphs of the Chairman's article this month. Dr Wakefield gave a great insight into strategic security concerns and developments as reported by the Government and summarised with Schwab's call for visionary leadership. The need to understand the threats as well as the opportunities presented by the 4th Industrial revolution (4IR) that we are already in (the integration of humans with technology), because there is evidently a very dark side to such changes. To mitigate these, leadership needs to be **people-centric**, preparing adequately for the changing nature of work and particularly the impact of accelerating automation, and ensuring that **ethical considerations** are built into technological development processes.

Dr Wakefield, concludes that there is a significant role for security practitioners to play, in helping to manage the challenges, mitigate the threats, and establish appropriate standards and ethical frameworks, to minimise the adverse outcomes of 4IR.....
And a Conference theme was conceived!

With such wise words ringing in my ears, my editorial this month is a celebration of engagement, education and a growing network of diverse and highly capable members. It is also an acknowledgement that we will never sit back and take that for granted.

Since I last wrote, I have started an Executive Masters of Business Administration (MBA) degree with Cranfield University's world renowned Management Development Centre. I am only 2 months into the 24 month course but I have already had my eyes opened to strategic operations management, strategic marketing and organisational behaviour. I have always known that the membership journey is about more than the physical/ tangible benefits because I've been a member for over 7 years, but I have been taught to quantify the value proposition in terms of both perceived and physical benefits. I believe that our members attain membership, not for the physical as much as they do the value of being accepted as a professional by their peers. (Each reader will consider their own opinions on this). For your information, it is estimated that the value of tangible benefits to an engaged member is £610. That's the Professional development and mentoring platforms, cheap events, access to free third party events, the App and website with associated knowledge etc. Deduct £170 for membership fees and the balance is £440 for a MSyl. The value of acceptance and belonging, however, is unique to each member.

We, the Royal "We" being; Directors, HQ staff and committee/SIG volunteers, will not sit back and relax. We want to know what can be improved. The Voice of the Customer (VoC) is an ops management tool from the Six Sigma process that is used to identify where your customer's opinions differ from the organisation's assumptions of how they are performing (*MBA again!*). The Big Ask survey is our VoC platform that has provided us with over 160 responses that will help us identify what we could do better. Early indicators are good, but several areas have been identified for improvement. Regional events and educational opportunities are already coming to the fore. The application process is laborious and will be addressed. Members want to know more, to increase their capability which is exactly what the Chairman was promoting in my opening paragraph. So, our future events both general and through the Special interest groups will be increasingly varied. Many will be people and management focussed as well as technical. We have a Mental Health first aid course in the planning as well as CT focussed events that will incorporate the frontline security aspect. All SIGs will have a purpose that will benefit participants and the wider community. Thought leadership and investing in people outside their workplace is a differentiator and the SIGS will provide this.

The Security Institute is full of leaders with vision. As Schwab calls for such people to step forward, so do we. Your Institute is striving to provide the opportunities and motivation to promote leadership through engagement with the membership in a variety of events. We are focussing on **people centric leadership** and the **ethical considerations** that Dr Wakefield warns should not be neglected as technology and integration accelerates capabilities and threats at equal pace.

Increasing influence and extending the network is a direct consequence of the strategic priorities set by the Board of Directors 18 months ago and the altruistic organisational culture of the Institute established 20 years ago. In January, we realised a long term plan to formalise a relationship with the Security Industry Regulatory Authority (SIRA) in Dubai. The project was initiated 4 years ago by Fellows Bill Wyllie, Garry Evanson, David Gill and Adil Abdel-Hadi and on 22 Jan 19, an MOU was finally signed at Intersec in Dubai. This will have a marked impact on the influence of Security practices “the British way” in the region. It has already resulted in follow on meetings with the Ministry of the Interior for Abu Dhabi and the National Security Institute.

Our influence within Government has also increased at a time where NCSC, OSCT, CPNI, NCTPHQ and JSaRC are consulting with industry and the Cabinet Office are developing professional standards across all Government security functions. We have been assisting and facilitating wherever possible, utilising the considerable skills of our members to add value to each consultation. This is what its all about!

If you would like to get more involved, you would be most welcome. Drop us a line.

Rick Mounfield CSyP FSyI
Chief Executive, Security Institute
E: rick@security-institute.org

Please note new numbers:

Rick's mobile is **M: 07843 374099** Syl HQ landline is **T: 02476 346464** The old 0845 number is being disconnected.



Bookings OPEN!

Join us at the Victory Services club for our **Annual General Meeting** on Tuesday 30th April from 3:30pm

FREE to attend

 **THE SECURITY INSTITUTE** 4

SPECIAL REPORT

Dubai 2019

Rick Mounfield was delighted to realise a long-held Security Institute ambition by formally engaging with Dubai and putting in place links to strengthen the relationship between the region and the Institute when he visited there in January.

In an action-packed 4 days, the Security Institute exhibited at Intersec for the first time, generating plenty of interest with its stand. He and Simon Whitehouse were invited by the exhibition organisers to deliver education sessions based on professional development at the show, and were joined by David Gill and Peter Page to deliver a panel discussion on professional development. Rick was also able to meet informally with some of the members of the Middle East Members Group that launched last year, before returning to the UK.



During the show Rick was also able to formalise our arrangements with SIRA (Dubai's Security Industry Regulation Authority) by the signing of a Memorandum of Understanding, which will allow us to develop more formal educational link and offer career and knowledge development to security professionals based in the region.

Four Chartered Security Professionals, all committed to raising awareness of the Security Institute and CSyP Register at Intersec 2019 and demonstrating strategic leadership. L to R: Peter Page CSyP, Peter O'Connell CSyP, Simon Whitehouse CSyP, Rick Mounfield CSyP.



SPECIAL REPORT

Dubai 2019

Successes like this take a great deal of work, and many players have been involved in the development programme leading up to the successful signing of the Memorandum of Understanding. Simon Whitehouse gives us a quick rundown of some of the key stages.

- Bill Wyllie, David Gill and Garry Evanson all began to progress the initiative of a Memorandum of Understanding (MoU) between the Security Institute and the Dubai Police Academy, with further support and assistance from Adil Abdel-Hadi.
 - An initial MoU was signed with the Police Academy in 2013. We welcomed representatives to the UK to the CSyP Celebratory Dinner, and in January 2014 Emma Shaw and David Gill hosted an in-country CPD event hosted by the Academy attended by over 140 professionals.
 - Fast forward to 2017 when Simon Whitehouse joined the Institute's Board of Directors, and the then Chairman (Garry Evanson) asks him to add International Development to his portfolio of board responsibilities, although by this time the previous Dubai Police initiative had lost momentum as a result of regulatory changes with the formation of The Security Industry Regulatory Agency (SIRA) in Dubai.
 - Simon formed a Security Institute Middle East Members Group (MEMG) in October 2017 and a MEMG committee in early January 2018, holding the first committee meeting at the Novotel World Trade Centre, coinciding with Intersec Dubai 2018.
 - At the first committee meeting, it was collectively agreed that a strategic priority would be to reach out to SIRA, with a view to picking up work previously started by Bill Wyllie, David Gill and Garry Evanson.
 - A series of meetings took place, together with further correspondence, between Adil Abdel-Hadi at The SIRA Training Centre, Simon and on some occasions, with David Gill. Adil has enjoyed a respected and trusted relationship with Dubai Police – Department of Protective Systems ('Now SIRA') over the years and acted as the catalyst between SIRA, who maintained an appetite for closer collaboration with the Security Institute.
 - During the period of talks with SIRA, following conference call and face to face meetings in Dubai, Simon finalised an agreement for the Security Institute to become a CPD Conference Partner and Exhibition partner at Intersec Dubai 2019 ('The Middle East's Largest Security & Fire Safety Exhibition & Conference'). The Security Institute were invited to exhibit and put in place plans for attending this major international event - our first visit outside the UK.
 - Intersec 2019 was a huge success, with Rick, Peter Page, Adil, David Gill and Simon all taking an active role in Conference presentations & Panel Discussions providing a FULL agenda – where other Security Institute members also contributed.
 - An informal and casual 'get to know you' event for the Middle East Members Group social evening was arranged at The Crown Plaza to coincide with the first night of the exhibition, and Peter O'Connell - secretary to the MEMG - was able to join in.
 - Rick presented Peter Page with his Chartered Security Professional Certificate of Admittance on the exhibition stand
 - The pinnacle of the Intersec 2019 Exhibition and Conference was the signing ceremony of the MOU – between Rick and The Brigadier at SIRA
 - Opportunities now exist for further engagement with the exhibition organisers who are keen that the Institute joins in other International exhibitions, and delivers more CPD sessions on professionalism.
- Thank you to everyone who helped make this the great success that it was.



Peter Page CSyP receives his certificate of admittance from Rick Mounfield at Intersec

SPECIAL REPORT

Dubai 2019

Day two of this year's Intersec Dubai exhibition saw Rick Mounfield sign a Memorandum of Understanding (MoU) with Brigadier Khalifa Al Salies, Chief Executive Officer of the Dubai-based Security Industry Regulatory Agency.

This development is a big step in the Institute's global engagement strategy and will allow the Institute Middle-East members group an opportunity to collaborate more closely with SIRA on CPD events and other networking opportunities within Dubai.

Dr Alison Wakefield FSyI took to Twitter to air her delight, saying that the partnership was: "A fantastic development as part of our global engagement. Well done and thanks to our Middle East Members Group, especially the MEMG Chair and former [Security Institute] director, Simon Whitehouse."

Rick Mounfield said "Our relationship with SIRA marks a new chapter for the Middle East membership based in the UAE. With SIRA's support and collaboration, we will be able to organise training and CPD activity for the benefit of both our members and the SIRA community. The professionals in our membership are ready and keen to share knowledge and experience for the improvement of security practices for all. I am looking forward to witnessing the relationship blossom".

Getting to this stage has been a lengthy and detailed process, and the Institute would like to thank everyone who has played their part in helping us get this far, including previous Institute Chairmen Bill Wyllie and Garry Evanson, and CSyP Registrar David Gill and Adil Abdel Hadi CSyP.





Bookings OPEN!



THE SECURITY
INSTITUTE

Dine with us upon
The Sunborn London for our
Fellowship Lunch on
Tuesday 23rd April from
1pm—4pm

£55.00 per person



Chartered Security Professionals Update



RCSP Admin Manager

Di Thomas

We've had a busy start to the new year on the Register of Chartered Security Professionals. As usual we have the compulsory end of year CPD returns to receive, verify and certificate. Its always fascinating to see the diversity of activity that is recorded. Having the mobile app is helping, also asking people to submit when they've reach the minimum 36 points really speeds things up for everyone.

Our first CSyP Application Workshop, led by Bob Martin and myself, was very successful and resulted in well written applications from attendees which are progressing well. We ran through lots of "Do's and Don'ts" and hosted a lively Q & A session, which really dealt with the nitty gritty and ironed out any confusion. The second CSyP Application Workshop for 14th March was "sold out" within 24 hours - its free to attend, but you know what I mean - so we will definitely be putting more of these sessions on throughout the year. In the meantime, if you want an application pack, ask Di@security-institute.org.

We also held a CSyP Marketing Workshop on 6th February which Mike Bluestone and Peter French facilitated, to look at what is (and isn't) working for Chartered Security Professionals. We have so many ideas - it was a really positive but honest session, and we'll be following it up with a Marketing Action Plan for 2019 and beyond, and reaching out to Chartered Security Professionals to help us.

A CSyP is someone who ...



- Makes a difference
- Has excellent security knowledge
- And puts that knowledge into practice
- Has good leadership and communication skills
- Stays up to date, and leads by example
- Demonstrates professional commitment
- You might be a subject matter expert in a specialist area e.g. cyber
- You don't have to be "doing security" e.g. academic, author, regulator



A CSyP's magic ingredient



STRATEGIC IMPACT

Definition: “Advising and influencing senior/controlling management through the application of knowledge, thought, direction and behaviour”

You must demonstrate you have strategic knowledge of your organisation and that you think and behave strategically.



With only a couple of weeks to go, final preparations are in hand for the annual Celebratory Dinner at the Old Bailey on 21st March. Hosted by Lord Carlile of Berriew, this black tie event has nearly 100 booked in, and with sponsorship from Dallmeier UK and The Security Event we are looking forward to a very special evening at this unique venue.

EVERYONE is welcome - tickets are £130 for non-CSyPs and £110 for CSyPs.



Chartered Security Professionals Presentation Dinner 21st March 2019

Central Criminal Court (Old Bailey)
London

Join us for this unique experience

The Old Bailey has just opened its doors to a select number of organisations to enjoy dinner in the most famous criminal court in the world. The annual CSyP Presentation Dinner is open to CSyPs and members of WCoSP, the Security Institute and ASIS UK, and specially invited guests.

6:45pm Drinks Reception

7.30pm Presentation of CSyP Certificates

8.00pm Dinner is served with wines

Tickets: CSyPs £110 / All other guests £130

Come and join in celebration of Chartered Security Professionals.



**The Security
Event 2019**
NEC, BIRMINGHAM • 30 APRIL 2019



Book Now



Dallmeier

Cyber and Convergence

Syl Director

Mahbubul Islam MSyl



In February The Cyber and Convergence SIG (CCSIG) event was hosted at the Government Digital Service. The CCSIG was well attended by members of the Security Institute, as well as guests of our members. In total we had 25 colleagues in attendance which generated several outputs for the CCSIG to build in.

The next CCSIG will be taking place on 1st April 2019, and will include a 50-minute simulation on **The Security Director's role in Cyber & Converged Security: how to lead on Response and Recovery**. This simulation of the security and business decisions needed in a data breach crisis lasts 50 minutes. It is designed to help Security Institute members engage with senior colleagues where they work, including Chief Operating Officer (COO), Chief Risk Officer (CRO), Chief Information Officer (CIO) and Chief Marketing Officer (CMO). The simulation shows how the cascade of commercial consequences can go well IT during a major data security breach.

Registrations will be open through our Security Institute events booking website and places will be limited. By attending the simulation you'll be well prepared for the security challenge of our time - responding effectively when hackers break through. Security Institute members are encouraged to bring their executive colleagues to this simulation, as effective cyber security requires cooperation between functions.

If you have not already joined the CCSIG and wish to join, please get in touch with Syl HQ on Becky@security-institute.org.

Developing the UK cyber security profession

The Department for Digital, Culture, Media & Sports (DCMS) launched a consultation in July 2018 to develop the UK Cyber Security Profession, the next phase is to identify a lead organisation to deliver the UK Cyber Security Council through Government funding. The deadline for the submission is 29th March 2019. The consultation response documents are available on Gov.uk for review.

Cyber Events

There are over 360 Cyber related held in the UK every year, choosing the ones to attend can be very difficult. The two events below are worth considering for attendance.

CyberUK is the NCSC flagship event that is held annually. This year it is being hosted in Glasgow on 24th and 25th of April 2019. It is a free to attend event for public sector personnel, however for private sector personnel there is a fee.

Cyber Security Conference 2019 London is a small conference which is being held on the 9th July and is Free to attend. The agenda does cover several Convergence topics.

Cyber Security Training – FREE

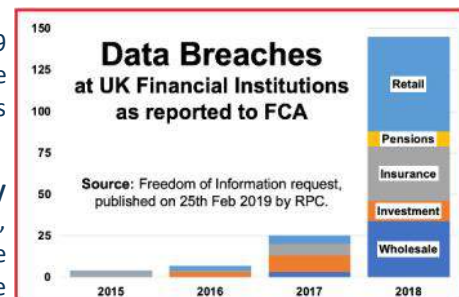
There are plenty of free courses on Cyber Security, the Introduction to Cyber Security is available through Open University Website. It has been developed in association with HM Government and is an 8-week online course, in week one you explore the security threats that could affect your digital information and use of online services.

Convergence: Making Cyber Security visible

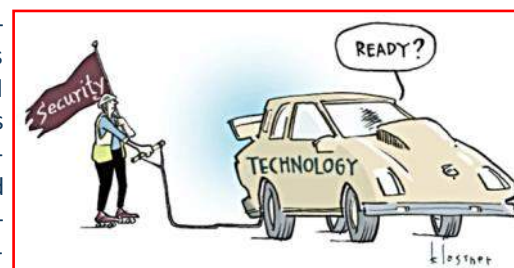
Key global developments in Cyber Security to March 2019

According to a new Freedom of information report published on 25th February 2019 by RPC, **data breaches to the UK's financial institutions are up by 480%** since the implementation of the General Data Protection Regulations (GDPR), which highlights the failures of "Principle 11" to report breaches.

Likewise, **the insurance sector continues to struggle with the challenge presented by cyber- attacks**. For example, the Bank of England has written to all Insurance CEOs, about their 'silent' cyber risk. While Europe's Insurance Authority is highlighting "the constant evolution of cyber-attacks" and Moody's has now warned lenders about the \$11.7 trillion in debt that has high exposure to cyber-attacks.



In March "Board failure to understand cyber risk" was now identified as a problem for 58% of IT leaders in UK enterprises. While a new survey of 400 CISOs highlighted the immense pressure they face resulting in 26% reporting physical or mental health issues and 17% using alcohol or self-medicating to cope. This is the context to read last week's report of how cyber security leaders at the International Civil Aviation Organisation (part of the UN) worked to "cover up and obstruct" an investigation into a "massive cyber-attack." In the meantime, according to 79% of business leaders an added pressure for the CISO is organisation's decision to adopt new technologies without fully understanding them.



In the Banking sector, **the European Banking Authority** issued Guidelines for banks to monitor security at Suppliers and the National Australia Bank announced initiatives to protect suppliers. Meanwhile, in February, Aon reported that 65% of organisations rate their 3rd Party Cyber Risk program as less than highly effective.

In February 2019, **leading U.S. insurers** published their \$193 billion estimated cost of a future global cyber crisis (which for comparison, is about the same as the \$192 billion value of the annual UK exports to Europe). In the meantime, **in Europe** at the end of February, the EU Cyber-Security Agency published twelve recommendations on how to protect elections from cyber challenges. The EU Agency, which was founded as ENISA some 15 years ago, expects to exceed 100 staff in 2019.



Attendees at the launch of the Cyber and Convergence SIG on 25th February



Situational Awareness: Building Business and improving Staff Safety

Author

Tony Gledhill MSyl



1. What is it

Situational awareness is a proven approach to personal safety – It develops an awareness of modern-day threats, your surroundings, and whether anyone or anything around you is a threat to your safety. It is not the be-all and end-all of personal safety, but raising an individual's awareness on security and safety issues, is a great step forward in improving business and an individual's ability to respond effectively.

"One of the most important aspects of preventing an attack is making that attack harder for a terrorist to carry out. If businesses, and the public, had a clearer sense of the tactics a terrorist might use, then it follows that there is more chance of thwarting an attack."

*Lord Toby Harris – Oct 2016 Report
London's Preparedness to a Terrorist Attack*

2. Who currently uses it and who should use it

Situational Awareness is a key training tool for Government Agencies, Military, Close Protection Teams, HNW Individuals, Royalty, Media. It's a particularly underused training tool within the UK Man-Guarding Industry, who should be keeping step with modern day threats to society, improving the skill set of guards and developing a clear understanding of policy and procedures of any particular workplace. It should be implemented by business to support the UK Government & Police Initiatives to create a 'whole-of-society' approach, to deliver a safe space for people to live and business to operate, it fits in well with the Protect & Prepare objectives of CONTEST.

Give Yourself Some Thinking Time

3. What can it do for the workforce

There's no point in a business having the best policy & procedures if nobody actually knows or understands them.

A proactive approach by Employers to educate their staff on policy & procedures and raise awareness on modern day threats that can affect the Business, Staff & Customers – will add significant value to a business's resilience. It's not about turning people into paranoid wrecks always looking around and can't keep still. At the basic core of situational awareness, and what anybody can develop, is understanding their work environment and having the knowledge to anticipate and apply some forethought. When turned into a habit, it's subconscious thinking, and an automatic process.

From a business perspective, the better informed your staff are about safety and security procedures, will increase the effectiveness of any action that needs to be taken in a challenging situation or actual attack of various descriptions. The added benefit for staff is the raising of awareness to modern day threats and allowing them to anticipate and apply some foresight in their everyday life's.

The days of living in a bubble, and assuming or expecting the police are 100% responsible for your safety is not reality, it's an unpopular concept but people can take responsibility for the own safety. The chances are, if an incident develops, the police will not be there.

4. Workplace Toolbox Talks – Great System to Raise Awareness and Educate Staff

A proven, time effective system to educate and raise staff awareness, are Toolbox Talks. 2 to 5-minute briefing sessions on key topics spread over a planned period, such as a weekly and quarterly programme, delivered just before the working day or set break times etc. Particularly effective for covering any relevant policy and procedures for Terrorism, Violent Crime, Workplace Violence.

There will be Emergency Services Response Gaps to almost any incident, it could 2 minutes or 20 minutes until they arrive, what action will staff take for that response gap period?

Putting the next into #NextGen

Syl Director

Paul Barnard MSyl



#NextGen continues to grow from strength the strength after its initial launch late in 2018. The second cohort of youngsters visited Security and Counter Terror Expo on 6th March, where they were warmly welcomed .

Feedback from the first cohorts was really encouraging, with several of the VPCs wanting to follow-up with site visits and/or shadowing in the workplace. Is this something you can help with? If so contact Paul@security-institute.org

Everyone engaged in #NextGen is passionate about opening the eyes of these young people to the potential of a career in security. No matter what aspect is of interest, from engineering to architecture, textile design to working with the public, scientists to educators - the world of security is expanding rapidly.

[Watch the #NextGen Infographic here](#)



Continuing Professional Development (CPD)



Welcome to the new CPD year and your **2019 CPD Toolkit**. Please download it and start recording your CPD activity. Alternatively, you may have already started to track what you've done in the mobile app - that's great! Remember, there are often opportunities in your day to day tasks that count as CPD in our scheme - its not all about attending events. Just take a look at the list of what we class as CPD in the Table of Activities.

What's changed in 2019?

Everything that was in the toolkit last year is still there, but we've expanded the list of CPD Partners to include more organisations and our Corporate Partners. In addition, any training provided by any Police Force or Government department is now recognised for double points.

Do you read the Security Institute bi-monthly newsletter? This now counts as 1/2 formal point per edition. We've also added reading text books, sitting as a magistrate, and hosting an event. See the pull down menus and use the "F" or "Inf" description to tell you whether the activity is Formal or Informal, and if you're still not sure, ask HQ.

These changes are in the 2019 CPD Toolkit and will be updated into the app shortly.

Submission reminders

From 2019 all Security Institute Fellows are now required to participate in the Security Institute CPD Scheme. This requires you to score a minimum of 36 points of learning each calendar year, as shown in the CPD Table of Activity. Many Fellows are already doing CPD very successfully and we hope everyone will see this as a positive move forward for the organisation as well as individually.

And a final note from the admin team

Please don't wait until the end of the year to submit your CPD 2019 record. As soon as you have 36 points or thereabouts on your record, please email it in for verification and recording. This will help us spread the workload at the year end, when there is so much else going on. We've already had two successful submissions via the app.

We recommend everyone completes CPD and look forward to receiving your submissions as soon as you have scored sufficient points.

If you have any questions on CPD please contact Di Thomas on 02476 346464 / 07879 330818 or email cpd@security-institute.org.

Continuing Professional Development (CPD)



CPD POINTS LOOK UP LIST

Some of the recent activity and the points to score for your 2019 CPD Record.

Download Certificates of Attendance for Syl events from our [website](#).

[Download the 2019 CPD TOOLKIT](#)

Date	Event	Activity	Formal	Informal
20-22 Jan 13-15 Feb 21 Feb	Intersec, Dubai CPNI IE 19, Nottingham ST19, Birmingham	Attend exhibition Help (volunteer) on exhibition stand (2 hrs) Attend Syl and CPD Partner events (educational talks) Deliver a presentation	 2 1	 1 1
24 Jan	CSyP Application Workshop	Attend Syl and CPD Partner events	4	
5 Feb	Syl Directors Strategy Workshop	Attend sy/mgt events, courses, lectures, workshops, conferences	14	
6 Feb 19 Feb	ASIS CPE Day ASIS Spring Seminar	Attend Syl and CPD Partner events (each 1 hour)	2	
30 Jan	Syl MMAG Meeting	Committee work on a voluntary basis (1 hour)		1
21 Feb	Syl Board Meeting	Committee work on a voluntary basis (1 hour)		1
28 Feb	OSPAs	Judging industry sector awards (1 hour) Preparing references/award nominations (1 hour) Receiving official recognition or award (1 award)	 1	 1 1
28 Feb	OSPAs Thought Leadership Summit	Attend exhibition Help (volunteer) on exhibition stand (2 hrs) Attend Syl and CPD Partner events (educational talks)	 1	 1 1
	Syl Members Survey	Answer 20 questions		1
29 Jan 26 Feb	Syl VB Meeting	Committee work on a voluntary basis (1 hour)		1
25 Feb	Launch of Syl Cyber Sig	Participate in SIG work (1 hour)		1
26 Feb	ZAUN CPD Seminar, London	Attend Syl and CPD Partner events		
27 Feb	SW CPD Seminar, Bristol	Attend Syl and CPD Partner events Deliver a Presentation Host/Chair an Event	 1 1	
28 Feb	NCBS Members Day, Nottingham	Attend sy/mgt events, courses, lectures, workshops, conferences (1 hour)	1	



SECURITY INSTITUTE AT THE OSPAS 2019

Corporate Partners, Thought Leaders, Winners, Presenters – it was great to see so many Institute members and CSyPs presenting and receiving Awards at the 2019 OSPAs





Thankfully the weather held for this year's OSPAs so no one had to battle through the snow like we did last year. The Institute was pleased to exhibit during the daytime alongside our friends at Nineteen events, Corporate Partners Selectamark and Esoteric and the Security Commonwealth. After lunch, we all joined in the Thought Leadership Summit, designed to be stimulating and challenging, culminating with the final session of the afternoon led by three Institute members. After a quick change, it was time to join the networking drinks ahead of the main event - the Outstanding Security Performance Awards 2019. Seeing Sue Fish as the award presenter was like being with a close friend after her talk at our Annual Conference a few years ago, and virtually every award saw either an Institute member present or receive an OSPA. Well done to everyone - teams, products and individuals - what a fabulous celebration of security. Thanks to Martin Gill FSyl for another excellent OSPAs event - a real credit to the profession.

Save the Date!



THE SECURITY
INSTITUTE

Our
**Security Institute
Annual Conference**
returns on Wednesday 23rd
October

Bookings will open soon!

And 'Early Bird'
tickets will be
available!



New Chairman for the Security Commonwealth

Former Syl Director

Guy Mathias FSyl



We were delighted to see that the incoming Chair for the Security Commonwealth is Guy Mathias FSyl, a former Director of the Security Institute and previous Chair of our own Validation Board. Guy will be well known to many members as he has been active in the security sector for many years. We wish him well for his tenure as Chair, and look forward to working with him to continue to see the Commonwealth grow in strength and capability.

What is the Security Commonwealth?

Originating from an idea first published in the Security Institute Manifesto published in 2015, the Security Commonwealth is an umbrella organisation of independent membership bodies across the security industry. It provides a forum to consult and co-operate in the common interest and in the promotion of professionalism, good practice and information sharing to enhance UK security.

The Security Commonwealth aims to be the all-inclusive industry advocate on security issues in the UK, to create lasting networks and alliances and to promote and lead the security industry with a single voice.

Membership includes most of the major security membership organisations in the UK including the Security Institute, ASIS UK, the International Professional Security Association, the Association of Security Consultants, the Institute of Private Investigators, the Defence Industry Security Association, AllSecurityEvents.com and the Cross-sector Security and Safety Communications.

Other members include the National Security Inspectorate, the British Security Industry Association, the Royal United Services Institute, Crime Prevention Associations, Project Griffin, National Cyber Security Alliance and London First Resilience Network. Sector based membership organisations include Sister Banks, the Pharmaceutical Industry Security Forum (PISF), the National Association for Healthcare Security, and many other organisations covering all security disciplines including counter terrorism, physical security, personnel security and cyber security.



Terms of Reference

- ◆ Promote the wide-ranging skills and capabilities of the security industry to government, business, and other stakeholders through focused business engagement supported by a robust media and communication strategy, building confidence, reassurance and trust.
- ◆ Achieve effective 'Collaboration, Cooperation and Communication' between its member bodies, following the principle that working together is a force stronger than the sum of its parts: 'Stronger Together'.
- ◆ Share good practices and to promote continuous improvement through the Security Commonwealth professional network.
- ◆ Support industry development and engagement, creating a UK wide communication network for security professionals.
- ◆ Champion professional recognition and continuing development around the Security Commonwealth.
- ◆ Provide a strategic platform for effective sharing of learning, knowledge and Security experience.
- ◆ The Security Commonwealth seeks to collaborate, communicate and influence.

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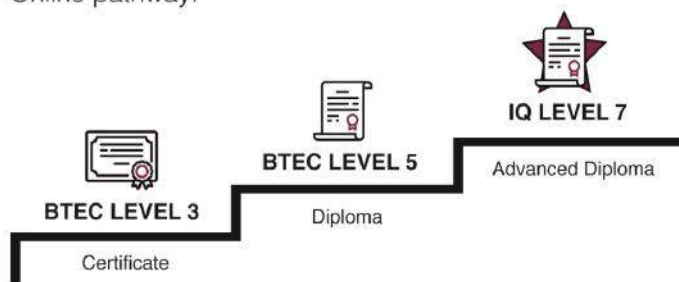


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This qualification will benefit anyone seeking professional recognition and accreditation within the security sector.

Open to those who operate within the private or public security sectors.

BTEC LEVEL 5 DIPLOMA

This qualification is designed for practitioners who have experience in security management and now wish to achieve professional recognition and gain an accredited security qualification.

Suitable for those in middle and senior management level positions.

IQ LEVEL 7 ADVANCED DIPLOMA

In this ever-growing global market, linked with many other areas of development, this qualification will appeal to practitioners in international security and risk management who are striving to embrace modern approaches to their line of work.

LOOK WHO'S JOINED

Congratulations to everyone who has joined the Institute in December and January —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

Ansa Archibong TSI
Janita Kapadia TrackTick
Kate Scott TSI
Peter Terry TSI
Richard Broomhead Paxton Access

Colin Culleton Next
Jason Power TSI
Michael Cripps TSI
Phil Jackson TSI

Associates

Abayomi Mumuni ASyI Moon Property & Construction
Elaine Webb ASyI MoD DE&S
John Crow ASyI MoD London
Jonathan Watts ASyI MoD London
Jonathan Price ASyI EDF Energy
Mark Guest ASyI EDF Energy
Neil Hutchinson ASyI EDF Energy
Ross Tweddell ASyI **Phil Dawson MSyI**
Wayne Loosley ASyI EDF Energy

Ben Middlemiss ASyI EDF Energy
Ian Barker ASyI EDF Energy
James McIlvar ASyI EDF Energy
Jordan Johnston ASyI Aspers Casino **John Reynolds MSyI**
Justin Goodbody ASyI EDF Energy
Michael Wills ASyI EDF Energy
Phil Dowdeswell ASyI EDF Energy
Tony Martin ASyI EDF Energy

Members

Albert Vidinaru MSyI Swissport GB **Kerry Robertson MSyI**
Andy Clancy MSyI Arup **Nick Goldby MSyI**
Brian Scobie MSyI BAE Systems **Nick James MSyI**
Conor Hanlon MSyI Pfizer **Rod McLead FSyI**
Dai Howell MSyI Esotec
David Guest MSyI
Edward Saguna MSyI De La Rue International **Peter Lavery FSyI**
Gerry Campbell MSyI Gerry Campbell Consultancy
Graham Swallow MSyI Axis Comm's **Richard Stones CSyP FSyI**
Ian Daniel MSyI Norsk Hydro
Ian Kelly MSyI HS2 **Glenn Payton CSyP FSyI**
Kevin Schofield MSyI K2C Services **Richard Howe MSyI**
Lawrence Hobbs MSyI Department for Education
Mark Murphy MSyI BDS Global Security **Keiran O'Driscoll**
Martin Grasby MSyI FCO
Mark Smith MSyI Houses of Parliament
Paul Dent MSyI National Oceanography Centre
Peter Holland MSyI Securus Group
Philip Drinkwater MSyI Pilgrims Group
Richard Hodgetts MSyI QinetiQ **Paul King MSyI**
Robert Mogg MSyI Openreach
Sandra Perry MSyI **Jonathan Schulten FSyI**
Shane Boulton MSyI AWE **Mark Guest ASyI**
Stuart Senior MSyI Worleyparsons **Peter Hayes MSyI**
Stan Webster MSyI Saipem **Stephen Hull MSyI**
Stephen Rigby MSyI
Tim Pickles MSyI Optyma Security Systems
Wayne Taylor MSyI Aviva

Andy Edwards MSyI Janus Global Operations
Bruce Maguire MSyI Metropolitan Police Service
Chris Senior MSyI Noonan Service Group
Chidi Elendu MSyI Standard Chartered Bank
David Bennett MSyIb Princess Cruise Line
David Gualini MSyI The Inkerman Group **Rick Mounfield CSyP FSyI**
Frank Burton MSyI
Gerry Shields MSyI Intercontinental Hotel Group **Giles Broughton MSyI**
Hayley Elvins MSyI Sloane Risk Group **Lee Kibble MSyI**
Iqbal Singh MSyI Metropolitan Police Service
James Strouts MSyI Watchfinder & Co **Carl Dakin CSyP MSyI**
Ken Wanstall MSyI Serco
Liam Armstrong MSyI Cundall & Johnston LLP **Darren Wood MSyI**
Mark Bett MSyI Deloitte LLP
Mathew Cook MSyI Churchill Security
Nigel Quantrell MSyI Corps Security
Patrick Rogers MSyI S-RM Intelligence & Risk **Nigel Carpenter FSyI**
Peter Swordy MSyI Centrespot Safety Consulting **Max Baldry-Steen**
Richard Freeman MSyI Nukleas **Jonathan Schulten FSyI**
Richard Price MSyI Blumont
Robin Davies MSyI Davies Risk Consultants
Shajeer Mohammed MSyI SIRA **Chris Northy-Baker CSyP FSyI**
Stephen Smith MSyI SEPAR International **Anna-Liisa Tampuu ASyI**
Shane Garner MSyI Gratte Brothers Sy Mgt **Dale Wilkinson MSyI**
Stephanie Roberts MSyI Quilter **Richard Woolford FSyI**
Stuart Eustace MSyI Interational Associates **Rick Mounfield CSyP FSyI**
Tony Scaddan MSyI Lenel



Revalidations to Associate

Joe Foxon ASyI Metropolitan Police Service

Louise Feffery ASyI London Legacy Development Corp

Revalidations to Member

Alexandru Cocuz MSyI Newmont Suriname

David Byrne MSyI Eli Lilly Kinsale/G4S

Jason Hopwood MSyI Wilson James

Jeremy Blades MSyI MoD

Karl Kircaldy MSyI The Anvil Group International

Scott Walton MSyI FCO

Simon O'Connor MSyI

Tony Brookes MSyI MoD DE&S

Reinstatements

Andy Smith MSyI

David Hughes MSyI Eagna Training Services

John Tallack MSyI RAF (Reserve)

Mark Thompson MSyI MoD DE&S (GMS)

Michael Di Salvo MSyI Protective Services Group (UK)

Student Members

Via the Security Institute Distance Learning Programmes

Andrew Owen

Ben Coughlan

Derek Webster

Elliot Greenwood

Lewis Barnes

Louise Jeffery

Mike Cooney

Raymond Hempton

Sarah Wallington

Via Bucks New University

Alex Awunor

Adelino Da Silva

Nathen Parker

Peter Robinson

Raymond Rimba

Rania Khbais

Stephen Benbow

Student Members from other Sources

Angus Young

University of Leicester

Victoria Butler

King's College London

Mentoring Platform

Giving and receiving feedback in a mentoring relationship

Visit the Syl website members area to read more (or via the mobile app)

Feedback is one of the most important aspects of any mentoring relationship, but it is also one of the trickiest to get right. Here are some tips and techniques to ensure feedback is given and received in the most constructive way.

Feedback is information that can influence future actions, it is empowering as we can choose to modify what we do to get better outcomes if we get feedback at the right time and in the right way. Feedback provides a systematic approach to developing better relationships, learning and improving performance and staying on track and achieving goals.

There are three types of feedback

- ◆ **Affirming** - The amount of positive, affirming feedback people need to flourish is roughly three times more than negative, corrective feedback.
- ◆ **Corrective** - Corrective feedback should enable people to change course to achieve the outcomes they desire. However, if it sounds like criticism it can lead to defensiveness and a fight/flight reaction.
- ◆ **Reviewing** - This approach involves a collaborative approach which reflects on an experience or activity to create a better outcome.

Giving Feedback

- ✓ Do as soon as possible after an outcome
- ✓ Be sincere
- ✓ Be specific
- ✓ State the benefit
- ✓ Shape the feedback to the person
- ✓ Stick to the point

Receiving Feedback

A Mentor's feedback can help you discover your talents and potential strengths. Feedback is information that can influence future actions, it is empowering.

If you receive corrective feedback be aware your automatic response will be defensive – fight/flight. If this happens you may just need to take a deep breath and listen. Try to get clarity around what is the concern, what is the impact and what should you do instead.

Feedback Evaluation

Why are they giving you this feedback? How will it assist you?

Will you get better outcomes if you make a change?

The feedback may be the result of a perception issue, so consider what have you done or are doing to create this perception of you? What do you need to do to alter this?

You decide if you feel the feedback is important. Create an action plan of steps you are going to take based on this feedback.

Reviews

It is valuable to ensure that reviews are incorporated into the mentoring process, at the very least at the midpoint in the relationship. This should include a review of the following:

- ◆ Are practical arrangements working out?
- ◆ Goals and milestones - check progress is being made to achieving these
- ◆ Is the mentee able to identify progress as a result of the mentoring?
- ◆ Is your style and approach working well for the mentee?
- ◆ Does the mentees approach in preparing for meetings and completing tasks suit you?
- ◆ Has the partnership come to a natural end or is the end in sight?

These simple tips should help both mentor and mentee to really get the best out of their mentoring relationship.

Marketing & PR Update

Rachael Short
Marketing & PR Officer



We will be continuing our Exhibitions Partnerships through 2019 with a full calendar, which including:

- 9th – 11th April 2019, Birmingham: [THE SECURITY EVENT](#)
- 30th April 2019, Glasgow: [ST19 SCOTLAND](#)
- 18th – 20th June 2019, London: [IFSEC INTERNATIONAL](#)
- 2nd July 2019, Manchester: [ST19 MANCHESTER](#)
- 3rd September 2019, Belfast: [ST19 BELFAST](#)
- 5th September 2019, Dublin: [ST19 DUBLIN](#)
- 7th November 2019, London: [ST19 LONDON](#)
- 3rd - 4th December 2019, London: [INTERNATIONAL SECURITY EXPO](#)

Please get in touch with your availability if you would like to volunteer a couple of hours to help at these expos.

Syl Regalia

We have now listed our new range of Syl Regalia on the website Institute shop. [Take a look here](#)

In the Press

Check out the most recent trade press articles talking about your Institute – and don't forget that reading magazines like this will gain valuable CPD points!

[Professional Security Magazine, January 2019 - Vol 29/1](#)

- [p. 37](#) Perpetuity Research - 'Fraud Finding'
- [p. 60](#) SIA - report: 'CNI threats need more official action'
- [p. 62 - 63](#) James Walker - 'Dallmeier show-off UK refurb'
- [p. 64](#) Mikes Lees and Lisa Corbridge – 'Inside NHS Barnsley Hospital'.

[Professional Security Magazine, February 2019 - Vol 29/2](#)

- [p. 10](#) Alex Yates - co-option to the Syl Board of Directors
- [p. 18](#) Interview with David Rubens
- [p. 34 - 36](#) Interview with Bill Croft
- [p. 52](#) Darren Carter - presents IHSM award to security officer
- [p. 58 - 59](#) Guy Mathias - becomes Chair of the Security Commonwealth
- [p. 68](#) Mikes Lees and Lisa Corbridge – 'Inside NHS Barnsley Hospital'.

[Professional Security Magazine, March 2019 - Vol 29/3](#)

- [p. 66 - 68](#) Mike Bluestone - 'On Gold Standard', CSyP Ambassador
- [p. 70](#) Mikes Lees and Lisa Corbridge – 'Inside NHS Barnsley Hospital'.

[The Locksmith Journal, Jan/Feb 2019 - Issue 60](#)

- [p. 64 - 65](#) Mike Davies of Blackstone Consultancy - 'Defensible Space'.

[Pathfinder Magazine, February 2019](#)

- [p. 28](#) Baroness Ruth Henig - 'The Most Influential People in the Military Community 2019'.

The Security Event 2019



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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, an app 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.

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