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International Professional Security Association

IPSA Newsletter

December 2019

Dear Members

Welcome to our winter newsletter where in this edition we update members on latest activities, hear from some of our section Chairmen and update on industry news and forthcoming events. It has been a busy time with awards, judging awards and attending conferences but all details are in this month's newsletter

In the last few months we have welcomed new individual members into our International section

- Mohammad Ibrahim Mohammad Al-Ali
- Mohammad Yousuf Ahmad Abdulqader Alnasser

60 Years Celebration



In September we celebrated IPSA's 60th anniversary and held our AGM at The Botanical Gardens in Birmingham, both of which were successful. We were joined by Stephen McCormick, Operations Director SIA and guests from other Associations who have supported us particularly over the last two years such as ASIS, The Security Institute, The Small Business Network and NSI

Our speakers (below left), Professor Martin Gill who took us back in time to revisit security and events from the last 60 years pondering on what the implications might be for how security evolves in the next 60 years, Dr David Churhill (centre) – Associate Professor, Leeds University discussed Security in Retrospect: Continuity and Change in the Security Sector and Mick Creedon QPM (right) took us back to From Life on Mars to a new 21st Century challenge – policing partners and the community fighting crime

We celebrated our 60 years with a drinks reception followed by a three course lunch and plenty of networking. Each guest received a complimentary copy of Brian Samway's book, Protect and Secure

A huge thank you to our headline sponsor Innovise, key sponsor ISA Support Services and Facego for a successful event.



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Policing Section - Angel of Knives – A plea to end knife crime

Robert Marshall NAHS MIPSAs - policing@ipsa.org.uk



I recently decided to take a well-deserved morning off to do some research work in Chester. I had read about the Angel of Knives, a 27ft (8m) sculpture made from the blades of 100,000 knives that have been handed into police across the country and I thought I'd take a look for myself.

My article in the Spring Newsletter – “Policing Youths and their Knives” pointed to the dramatic rise in knife crime over the past five years. Knife crime within the youth culture has doubled over the past 5 years with the recorded number of child knife killers having

risen by 77% in two years. A knife point robbery by teenagers has increased by more than 50% in the same period and the number of teens carrying out knife point rapes has increased by a third. This dramatic increase in knife crime was the inspiration behind the statue which is described as “bringing to light just how bad knife and violence is within the UK...”



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The sculpture was created by the team at the British Ironwork Centre, a family run business based in Oswestry, Shropshire along with artist Alfie Bradley. The sculpture, made completely out of knives, designed to “grab attention and bring the issue of knife crime to the front of society’s consciousness.”

According to the British Ironwork Centre website, the Angel of Knives formed part of their “Save a Life, Surrender Your Knife” initiative which received the backing of the Home Office and police forces across the UK who were provided with knife bins, free of charge by the Ironworks team, in an attempt to initiate a knife amnesty.

My first impression of the sculpture was that it was a thing of beauty. Ironically the very tools that have been used and continue to be used to inflict pain and fear in society were used to create a wonderful piece of art. The message conveyed in the pleading hands and the sorrowful face of an angel, is one of desperation to humankind to stop their violence to one another. I have to say, even I, a 60 year old former police constable from GMP Moss Side, was moved.

As the crisis we are facing with knife crime is recognised and more and more institutions, businesses and charities become involved in trying to raise awareness of the problem, education and rehabilitation can start to bear fruit and hopefully deter youths from carrying knives. However, we still have a long way to go. Indeed, sadly, Hakim Sillah (18) was stabbed to death during a knife awareness session at the Hillingdon Civic Centre on 7th November pointing to serious lessons to be learnt.



The solutions will not be easy or quick reaching but the creation of the Knife Angel is a dramatic and a “hit you between the eyes” realisation of the size of the problem. The Angel's existence and supporting “Save a Life, Surrender your Knife” campaign can only be a positive contribution to highlighting the problem and championing the government to do more to tackle the issue. I would highly recommend a visit should the Angel come to a town near you.

Robert Marshall NAHS MIPSAs



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Maritime Section - Update for Section Chairman, Roger Felgate



ProtectED is the first UK higher education accreditation scheme to look comprehensively across the broad area of students' safety, security and wellbeing. It has been developed by staff at Salford University with advisory groups. One of the advisory groups is IPSA and we have been supporting ProtectED for several years

The need for ProtectED is rooted in the recognition that universities have a wider role to play in supporting the safety and wellbeing of their students — not only while they are on campus, but throughout their student experience.

Salford are building a core of founder universities to benefit from everyone's experience of the problems involved and a Code of Practice has been written reference <https://www.protect-ed.org/resources>.

A reception was held at The House of Lords on 30th October for organisations and universities involved to note some key progress areas. The evening was opened by Lord Kennedy as Baroness Henig CBE was unwell.

Lord Kennedy talked about the importance of the subject and that now 5 universities were involved, with interest being shown by others.

The evening was then chaired by Andrew Wootton (ProtectED) and addressed by various speakers one of which was Lesley O'Keeffe (Brunel) who received an accreditation award on behalf of the University.

Other speakers were Trevor Jones (Salford University Security Manager), Lisa Banks (University of Central Lancashire), Georgina Calvert Lee (Discrimination Lawyer) and Vivi Friedgut (Blackbullion).

Key Points made were that students were under enormous pressure from different sources but the problem had to be treated holistically as each problem area affected another. Different pressure areas apart from academic learning were Financial, Racial Harassment, Sexual Harassment (Often unfair bias in investigation), Drug trafficking (County Lines) resulting in some students suffering mental pressure and anxiety - needing counselling and sometimes becoming victims of crime. An important area is to educate the student to be able to help themselves. Universities now employ directors of student services who are promulgating the code of practice which includes self-assessment workbooks.

The evening was instructive, enjoyable and satisfying in that IPSA had helped frame such a worthwhile project. It was of course, interesting to meet such a wide range of people attending who knew IPSA and the SBN – those that didn't were indoctrinated

International Section – Update for Section Chairman, Simon Pears



The international scene continues to be busy and I hope to see many IPSA members at the forthcoming International Security Expo in London on the 3rd and 4th Dec. Come and stop by the IPSA stand and say hello!

If you are not able to attend London this year, it will not be long before we venture into 2020 with a vast array of security events with the first being Intersec in Dubai on the 19th January 2020, quickly followed by Sicur in Madrid on the 28th February 2020.

Please let me know if you plan to attend these, as it would be great to meet and network. As we head into the key holiday season for many of us, and we spend time with loved ones, please also spare a thought for the many thousands of security officers and members of the emergency services who will be working around the clock making sure we are kept safe and who are ready to respond to any incidents and emergencies that arise



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FM Section - Security measures must be commensurate with the threat, Mark Death



Security Management and the purpose of it, means different things to different people.

Depending on the environment the question was raised in, it can give you a range of different, reasonable responses around the main purposes of security management.

I have been fortunate in my career, as I have seen and personally experienced different types of security management techniques and have been actively part of the changing perception of what security management is all about.

My career in security started as a single retail security officer within a small supermarket chain in West Sussex. The main purpose of my presence there was to deter crime and prevent stock loss.

The store manager had chosen the company I worked for at the time, because he had some dealings with the company at a previous store and liked the uniform!!! His view on security management was getting a guard in a brightly coloured jumper standing at the main entrance of the store acknowledging people as they came in. On the surface of it, I think this a good way to try and reduce crime and prevent stock loss, but unfortunately, I was the only person in the whole store performing security duties and was rarely able to patrol the store

The store had several CCTV cameras spread out across the building, mainly looking down the food aisles and walkways. There was also a camera and display monitor situated at the front of the store, again picking up all customers entering the store and subliminally giving the impression of good CCTV coverage and good security management. On the surface of things the store was showing all the right



things, but behind the scenes, the store manager did not want to pay for the maintenance or up keep of the CCTV system, so allowed for most of the cameras to break down and unable to monitor the areas they had been positioned in.

I mentioned earlier that I was the only person in the whole store that was performing any type of security duties. All members of staff should be playing their part in the store's security arrangements, the staff culture in this store was not very security oriented at all. In fact, they were at times very hostile towards me!!!

As this culture was not in place at the store, and with only limited visibility of what occurred in the rest of the store, as you can image the job of preventing stock loss was near on impossible. Security is only as good as its weakest link; the stores approach to security management was weak and lacked any great desire to achieve the goals it had set me when I first started there.

The main driver I feel as to why I was there was to meet the requirements of the stores insurance policy.

The area where the store was located had a reputation of being a crime hot spot due to the positioning of the store right next to a volatile pub. After I left the store to move on to my next career opportunity, the area was redesigned by the local authority, opening up the whole area to better natural surveillance. The new company that bought the store carried out a renovation of the inside and made some general improvements to the layout of the store. With the changes to the store and the changes made to the area, they no longer required a manned guarding service in place. When you moved around the



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store, staff members ask if they can help at all. This interaction by the staff members shows me that they have all be re-aligned to take responsibility of security within the store, the interaction on the surface looks like good customer service skills, but it also subliminally shows any potential thief that they have been noticed in the store, which in turn will deflect them from carrying out any crime within the store.

Moving away from the retail industry, I obtained a Security Officer position working at a well-known pharmaceutical company hidden away in an industrial estate. From the start the whole approach to security was completely different from my retail experiences. I was now working in a corporate environment for a large blue chip organisation that had structure and processes behind everything they did with security.

The purpose of security on this site was different, the management of its people, property and product had to be done so that it did not affect the reputation of the organisation, but also did not disrupt the successful delivery of its primary business.

The organisation had a corporate security department which maintained the integrity of the security policy. This department had direct links to the management board and the key stakeholders of the organisation, which ensured that the policies that were in place had been endorsed by the people that controlled the direction of the company.

These processes and procedures were then the policies that each site security manager followed on their sites and ensured that local department managers embedded these processes with their staff

Here is where I first came across designing a security strategy to tackle a particular security issue. With the organisation being in the pharma industry, it was prone to being subject to demonstrations on a weekly basis by a well-known animal rights group. The disruption this caused to the organisation was immense, and in the early part of 2003 this animal rights group had a very large following, made up of a range of different people willing to do extreme things in the name of their campaign.



The threat to the organisation was severe! Other sites had been breached by this organisation, but they were mainly office blocks with access to low level material. The site I worked on was a manufacturing site that needed to follow stringent policies to maintain their accreditation. If we were to be breached in the same way, and access had been gained to the production areas, multi millions of pounds worth of material would need to be disposed of.

The organisation recognised this threat to the site. Weekly demonstrations were still happening consistently. The local Police were trying to support us where they could, but their knowledge and experiences of these types of demos were still very new to them, so the company invested over £2 million pounds on security improvements.

The site security team numbers were increased, the external perimeter fence was improved. The internal access control was reviewed and replaced where required, and training sessions were delivered to staff for better awareness.

This investment the company made on security was nowhere near in excess compared to the potential losses they could occur if a trespasser entered the production areas. In this case, and in all the future investments the company made on site,





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they ensured that the measures put in to reduce the impact, reflected the threat levels posed against them.

Conclusion

Security management means different things to different people, and it depends on what is important to you and your organisation on how you treat security management.

If security is there because it has to be due to stipulations posed against you by insurances. Or security is there to protect your people, property & assets because you are working in a well-structured organisation, the purpose of security management should be the same in both environments. The purpose as I see it is to provide assurance to people that they are in a safe and secure environment, and if security needs to intervene, that the right infrastructure is in place to deter, detect, or capture unauthorised or unwanted activities.

Risk Section, Travel Insurance Combing Business with Pleasure, Richard Strudwick



B'leisure travel, or combining business travel with leisure time, is becoming increasingly popular, with more than 70 percent of business travelers now extending trips by a few days. However, B'leisure travel is not without its risks. Key challenges include understanding where responsibility lies for the traveler's well-being and how to implement policies that protect both the business and its employees.

Almost 90 percent of companies now allow B'leisure travel. However, despite being a more convenient and cost effective way for employees to make the most of their time abroad, more than a third of companies don't have a corporate travel policy that covers these additional days. So when does an organisation's duty of care end and where does the responsibility lie for ensuring a traveler's wellbeing?

Navigating these grey areas can be a challenge, which may explain why only 37 percent of organisations actually look into risk rating the leisure parts of a B'leisure trip. This makes it essential that companies have a B'leisure policy in place to fulfil their duty of care obligations, and that it is clearly communicated throughout the organisation enabling employees to understand what aspects of their trips are their and respectively their employers responsibility.

Studies indicate that more than a quarter of B'leisure trips involve some kind of activity that increases the level of risk travelers are exposed to. If this applied to you, would your company insurance provide cover for, say, a bungee jump or similar adrenaline based activity? It's essential employers be clear with employees where an organisation's duty of care obligations begin and end, preventing confusion, misinterpretation and negative business impacts down the line.

From a corporate standpoint, work-life balance is a powerful tool in keeping employee morale high and with almost half of all workers actively looking for a new position citing company culture as a determining factor. So, there's never been a better time to embrace the B'leisure travel trend, however, in doing so, it is essential to implement a defined B'leisure travel policy in order to fulfil duty of care obligations and to foster a culture of care.

By embracing a risk-based approach, organisations can make more informed decisions about business travel, benefitting travelers, while also protecting the organisation from any legal grey areas thrown up by combining business with leisure.



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David Clarke CPP PCI PSP



It is with great sadness that David Clark CPP PCI PSP passed away on 14th October 2019

David was a giant in the security industry. As well as his role as Head of Security at the Francis Crick Institute, David devoted much of this time advancing the industry. He served as the immediate past Chairman of ASIS UK Chapter 208 for 4-years, was a member of the CSO Center, a London First SRN advisory board member and past Chairman of the Security Commonwealth. He was also a member of the SIA strategic forum, a member of AUCSO, PISF, the Association of Security Consultants, the Griffin

National Executive Board and the Internet of Things Security Forum

David was also a passionate supporter of many industry initiatives from reducing knife crime and other policing and crime reduction initiatives, a supporter of increased diversity and inclusion across the industry, and supporting those transitioning from service background.

Above all else David was a family man, a respected leader and valued colleague

Awards

The autumn always brings the awards season and this year was no exception when I had the task of judging The Professional Security Magazine Women in Security awards, IPSA promoting the Fire and security Excellence awards and judging the UK OSPA's which will take place in February 2020

I personally reviewed over 50 nominations between the awards over the last few weeks which was a challenge in both time and ability to evaluate the content of the nominations where standards were exceptionally high

The Women in Security Awards are the security profession's dedicated awards that recognize and honor the accomplishments, value and contributions of women within the wider world of security. This year there was a new category – Technical award, for women who demonstrate outstanding leadership, developing and running a business that supplies security products and services



SECURITY & FIRE EXCELLENCE AWARDS

Supported by IFSEC & FIREX

WEDNESDAY 21 NOVEMBER 2018 LONDON HILTON ON PARK LANE



At the Fire and Security Excellence awards, IPSA sponsored and presented alongside Tess Daley, the Events Team of the Year which was won by Security Scotland

Security Scotland winning the Events Company of the Year Award Sponsored by IPSA ProtectED winning the Contribution to Standards





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Security Commonwealth winning The Partnering Initiative of the Year

IPSA are proud members of The Security Commonwealth and Jayne King, Chairman of National Association of Healthcare Security, paid tribute to David Clarke



SIA Conference 2019



The National Conference took place at the Kia Oval Cricket ground on Tuesday 12th November 2019. The 2019 SIA conference featured the themes of 'Shaping Our Future Together and Growing a Sustainable Private Security Industry Fit for the Next Decade'. The conference gave delegates the opportunity to network with representatives from the industry, membership organisations and government.

They ran three workshops where the following themes were discussed:

- Exploring our priorities.
- Themes for effective regulation.
- Future development of the private security industry.

A 'conference special newsletter' will be published after the pre-election period in mid- December 2019 containing further detail on the presentations and workshops

Safer Work Places

Violence against security staff is unacceptable

The SIA are running a national campaign to promote safer workplaces for security staff. They want to encourage security operatives to report violence against them. They also want to remind employers and venue managers of the important part they play in keeping their security staff safe.

Security Staff

If you are assaulted at work you should report the attack to the police, your employer, and to The SIA on the following link <https://www.sia.homeoffice.gov.uk/Pages/Report-Illegal-Activity.aspx>



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If you have been a victim of a violent crime and have already reported it to the police, you may be able to claim compensation from the Criminal Injuries Compensation Authority on the following link <https://www.gov.uk/claim-compensation-criminal-injury>

Employers and venue owners/managers

Please encourage your staff to report any incidents of violence against them. Your support in the face of violence is vital.

The Health and Safety Executive (HSE) publishes a range of material for employers with advice on preventing and managing work-related violence. Please see the following <http://www.hse.gov.uk/violence/index.htm>

The HSE also offers a toolkit that can help reduce the risk of work-related violence. Originally designed for licensed or retail premises, the practical advice it gives can be applied to a wide range of business environments. It tells you how to conduct a risk assessment and suggests a number of possible control measures that other businesses have found effective.

<http://www.hse.gov.uk/violence/toolkit/index.htm>

The following posters are also available to support safer workplaces



['Safer Workplaces' Poster 1](#)

This A3 poster encourages security staff to report violence or abuse against them. It features a picture of a male operative with the statistic "70 percent of security staff have been assaulted at work".

Targeting:

This poster is intended for security staff and the businesses employing them. It is also a reminder to the public to treat security staff with respect.



['Safer Workplaces' Poster 2](#)

This A3 poster encourages security staff to report violence or abuse against them. It features a picture of a female operative with the statistic "34 percent of security staff have been hospitalized by an assault at work".

Targeting:

This poster is intended for security staff and the businesses employing them. It is also a reminder to the public to treat security staff with respect.



['Safer Workplaces' Poster 3](#)

This A3 poster encourages security staff to report violence or abuse against them. It features a picture of a male operative with the statistic "45 percent of security staff have been assaulted with a weapon at work".

Targeting:

This poster is intended for security staff and the businesses employing them. It is also a reminder to the public to treat security staff with respect.



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International Security Expo 2019

Please come and join IPSA on stand M80 and enjoy a glass of wine kindly donated by Robert Begg, Managing Director **ELIZABETHAN SECURITY LTD**



International Security Expo co-locates with International Disaster Response Expo, the global high-end security showcase is returning to Olympia London.

International Security Expo (ISE) is the fastest growing showcase of security, delivering over 12,500 international stakeholders to London from; Government, CNI, Law Enforcement, Military, Major Events, Transport & Borders, Cyber Security, Facilities and Public and Private sectors.

This event provides a unique platform for the entire security industry to come together to source products, share experiences and gain the knowledge needed to address current and emerging security challenges

Policing Event 11 December SIA Offices Canary Wharf



Please come and join our section Chairman for Policing and members of the Board at our second section event at the SIA Offices on 11 December.

We have two speakers confirmed, DC Tracy Earley from Cheshire Police Cyber Crime Team and Iryna Pona, a Policy and Research Manager for the Children's Society

DC Tracy Earley from Cheshire Police Cyber Crime Team has over 29 years' experience as a Police Officer for Cheshire Constabulary. She is a specialist in cyber-crime solutions. Tracy will be sharing her knowledge of online crime and will be giving advice on how to identify and protect yourself from becoming a victim of online fraud in a fun and interactive talk. Even the most tech savvy individuals will benefit from this insightful and informative presentation."

Iryna Pona leads the policy and research work on young people at risk, including young people affected by sexual or criminal exploitation, missing children and youth homelessness.

Iryna has over 15 years of experience in policy and research and she has been credited with writing many research reports.

The latest report that Iryna co-authored "Counting Lives: Responding to children who are criminally exploited" (2019) looks at responses that children who are exploited by county lines criminal groups receive from police, children's services and other agencies. The lessons learnt from this research will form the basis for Iryna's presentation where she will also illustrate the practices used by the Children's Society in addressing the issue of child criminal exploitation

A further speaker is still to be announced to make this an interesting and informative event and a light lunch will be provided

If you are interested in attending, please email Annie at membership@ipsa.org.uk



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