



THE SECURITY

INSTITUTE

Professional Security in 2019
Taking ownership of
Professional Development
Recognition, Respect and Professionalism



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Chief Executive



Understanding evolving threats and advancing technologies through professional development

- Who's responsibility is it?
- What constitutes professional development activity?
- Why accredit and licence security practitioners?
- Who values accreditation?
- What is the value in diversity in security teams?
- Why do we want to benchmark levels of security?

- **Professionalism**
- **Recognising it, wanting it and understanding that it is not a destination but a journey.**



**In 2014, Lord Carlile CBE QC
boldly stated that...**

- “The security sector is not properly recognised or respected by Government, Management or the Public”.



Thankfully, in 2019, there are more *professionals* that justifiably claim the title than those that sit back on past merits without undertaking CPD

- Regretfully, the British public and often the Police, don't always recognise this fact.

UK SRI research paper – 18 Sep 17

A ‘Strategy for Change’ for the Security Sector



The report aims to provide a foundation for thinking about and ultimately developing a ‘Strategy for Change’ for the security sector. It seeks to provide a rationale for why private security is important and suggests ideas (for wider debate) about how its potential might be realised.

The document is based on three overarching aims:

1. The Government must be encouraged to develop a strategy for harnessing the enormous contribution of the private security sector to preventing crime.
2. The private security sector must commit to developing an ability to talk with a more united and coordinated voice.
3. The private security sector must commit to highlighting the enormous benefits it generates including for the public good, and commit to ways of enhancing these. Much of what it currently does is unheralded and under acknowledged (something I will address later)



Key Findings of the research

(With the kind permission of Professor Martin Gill)

- The SRI report found that close to 6 in 10 respondents believed private security plays a minor role in protecting the public.
- Unsurprisingly, Corporate security departments were seen, as important in helping the police in their work by 62%, but...security officers much less so, 36%
- Most alarming to me is the statistic that 50% disagreed with the suggestion that collaborative working between the police and private security is *essential* given the current limitations of police funding.
- This is evidence that we as an industry need to showcase our considerable professional capabilities. We need to promote professional development amongst the practitioners that currently do not value or conduct CPD but claim to be professionals non the less.



What is Professional Development?

Formal activities

- “I don’t have time to do that on top of my very busy workload”!!!

FORMAL CPD (Training & Qualifications) Minimum 5 points per year	UNIT	POINTS
Attending Institute and CPD Partner organisational events	1 learning hour	2
Attending security/management events, training courses, lectures, workshops, conferences	1 learning hour	1
Attending webinars/MOOCs	1 learning hour	1
Deliver a training course	1 learning hour	1
Deliver a presentation	1 presentation	1
Studying for a recognised security/management qualification	1 hour	1
Gaining a security/management qualification	Match the QCF award level	02-Jul
Receiving official recognition or award	1 award	1
Become a Chartered professional (such as RCSP, RSES etc.)	Admitted	1



Informal Professional development opportunities

INFORMAL (Reading, Research & Development of Others) Minimum 5 points per year	UNIT	POINTS
Reading trade magazines, information websites, journals, books, texts, podcasts	2 hours	1
Participating remotely in discussion forums, online customer/student surveys etc.	1 hour	0.5
Visiting exhibitions / trade shows (such as IFSEC, SCTX, UKSX, ST19, Intersec etc.)	1 exhibition day	1
Representing/promoting security organisations at exhibitions (IFSEC, SCTX, ISX, ST19, Intersec etc.)	2 hours	1
Planning/organising security or management educational event or exhibition stand	1 event	1
Participate in committee work on a voluntary basis	1 hour	1
Undertaking security/management research (not for a qualification)	1 hour	1
Developing programmes and projects aimed at helping/educating others	1 hour	1
Mentoring and/or shadowing	1 hour	1
Having published newsletter articles, blogs, web page content	1 article	1



Informal Professional development opportunities Continued.....

Researching/writing presentations	1 hour	1
Writing reference books/papers	1 hour	1
Giving a magazine interview	1 interview	1
Designing/assessing course work or designing/marking examination papers	1 hour	1
Preparing references/award nominations	1 reference	1
Other contributions to security or management	1 hour	1
Judging industry sector awards	1 hours	1
Introducing a new member to the organisation/association	1 joiner	1
Providing ad hoc security/management/specialist advice	1 hour	1
Serving as a member of the Army Reserves, as a Special Constable or similar	1 hour	1





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CONTINUING PROFESSIONAL DEVELOPMENT

Certificate of Completion

Juan Muñoz CSyP

The above named has made a successful submission of
continuing professional development activity in 2018
for the Security Institute CPD scheme.

Participants work to develop their competence, knowledge and
expertise across a variety of formal and informal learning
opportunities to develop themselves and support others.

Paul Shury MP
Vice Chairman
The Security Institute



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Richard Stones CSyP

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Rachael Short

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Helen Corbett

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Continuous Professional Development..... Who's responsibility is it?

- The Employer?
- The Government?
- The individual?

Why accredit and licence security practitioners?



- Benchmarking capability is essential when selecting a security provider.
 - Many security practitioners claim to be experts but are they really? Who says?
 - SIRA and the SIA in UK lead on the licencing of security personnel which is essential....
 - BUT.....
 - The licence is a minimum standard and states that the holder is not a criminal, has proven knowledge and is working ethically.
 - In UK a licence lasts 3 years before revalidation. If threats are advancing faster, is that licence holder as good as they were 3 years ago?
 - Is your installer considering back end Cyber vulnerabilities?
 - Is your consultant as informed as they should be?



Co-ordinated Performance improvement

- Collaborative working groups from Government and the private sector can set the standards for best practice.
- Step Change initiative in the UK
 - Crowded spaces protection
 - Fraud & Cyber
 - Transportation
 - Travel and tourism
 - Resilience
- SIA Security Industry skills and qualifications review
 - Inviting collaboration from relevant businesses to create training for licences.
 - Close Protection
 - Door supervision
 - Security Officer
 - CCTV operator





Who values accreditation?

- Government, Police and Authorities
- Customers and Clients
- Security Companies, manufacturers and suppliers
- Security operatives
- The public recognise good and bad security



Why do we want to benchmark levels of security?

- To remove unethical operatives that ruin the reputations of those that care about their role, standards and their reputation
- To ensure that the latest tech is up to date, installed appropriately by professionals and is not creating security and surveillance vulnerabilities when connected to the WWW. *IOT vulnerabilities.*
- To encourage professional development so that it becomes an achievement to celebrate and shameful for those that do not develop themselves.
- To enhance the reputation of security professionals and weed out the bad.
- To identify risks and encourage innovation so that it develops as fast as the threat.

What is the value in diversity in security teams?



- Different family backgrounds and experiences provide different perspectives on life and risk.
- Different perspectives offer different opinions regarding a problem
- Security and risk are problems to be solved
- The wider the pool of opinion, the greater mitigating options offered
- Diversity in a team should include:
 - Gender
 - Disability
 - Ethnicity
 - Age
 - Skills and trades and experience

A Common body of knowledge to prevent Silos



New Partnership – New capabilities

- Thankyou to the following Professionals who believe in Professional development, diversity of thought and collaboration:
- HE Khalifa Ibrahim Al Sulais CEO SIRA
- David Gill, Bill Wyllie, Garry Evanson and Simon Whitehouse all Fellows and Chartered Security Professionals
- Adil Abdel-Hadi Fellow and Chartered Security Professional



Thank You

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