



The Year in Review

Your Association in 2022



THE VOICE OF THE PROFESSIONAL SECURITY INDUSTRY

Our **mission**

The BSIA is the voice of the professional security industry, supporting and encouraging excellence; educating the marketplace on the value of quality and professional security; and creating an environment in which to flourish.

Our **vision**

BSIA Membership is the symbol of quality and professionalism in the security industry.



Chief Executive's Foreword



The last year saw us return to as close to business as usual with the majority of COVID-19 restrictions being lifted. This meant we were able to return to meeting our members and key industry stakeholders face to face and continue our work in consolidating the Association as the recognised **voice of the professional security industry**.

The last 12 months have been a very busy time for the BSIA, as we managed and facilitated a variety of launches and initiatives on behalf of our members and the wider industry. Some key initiatives of note include our major camera research report, *The Bigger Picture*, the follow up to 2013's hugely successful *The Picture is not Clear*, which highlights the number and usage of surveillance cameras in the United Kingdom; the **CySPAG** cybersecurity registration scheme, an industry-first self-declaration registration scheme that provides a level of confidence to the supply chain, and our major security officer services campaign, **People, Property, Places: Professionally Protected**, designed to increase the profile and awareness of the crucial work that security officers carry out whilst highlighting how a career in the industry is a career of choice.

We have also created a new section to represent Alarm Receiving Centres (ARCs), recognising the critical part they play in the supply chain to deliver professional security services. This year also saw our industry-first legal and ethical guide for Automated Facial Recognition, which has been recognised by government, becoming the baseline for the development - now at advanced draft stage - of a British Standard.

There have also been some significant changes at **Skills for Security** this year, as the Association sold 49.9% of its share capital to the **Banks Foundation**; the proceeds from the equity sale will now be invested into the Association as we continue to build on the strong foundations we have created and continue to drive growth in BSIA membership. Skills also opened a new flagship training centre in Watford as well as a satellite centre in Glasgow. This year also saw the first candidates to complete its Level 5 SVQ Apprenticeship in Providing Security Officer Services as part of its pilot Security Officer Apprenticeship in Scotland, with future plans to roll the apprenticeship out to a national audience in 2023.

Our flagship industry event, the **British Security Awards** returned to the live arena for the first time since 2019, with a record number of entries and the highest attendance for 10 years, selling out the venue. We also saw a return to **IFSEC International**, celebrating our 25th year of partnership, hosting the members lounge at the London ExCel, where we launched our major projects that the Association has invested in. We were also able to host in person our **Annual General Meeting**, which included a networking party held at the IFSEC (Informa) Building in London.

You can read more on these exciting new products and services throughout this review.

I am pleased to advise that despite the turbulent few years we have all endured, BSIA membership remains buoyant with membership retention rates currently running at **96%**. This is a remarkable achievement for any membership body and even more so given the business environment over the last 18 months and the potential effects of the general economic forecast ahead. I am also very pleased to advise that for the third year in a row new member recruitment is up year on year.

I truly believe that the work of the BSIA remains as critical as ever and potentially even more so given the challenging economic environment we are facing. Through collaboration with our members and key industry stakeholders we continue to identify key issues and opportunities facing our industry, and proactively addressing these together we are stronger force.

There has never been a more important time for our industry to be addressing the rapid changes that are occurring in our sector, and being at the heart of the security industry through the BSIA - *your Association* - means it is better to be a member and not just an observer.

A handwritten signature in blue ink that reads "M Reddington".

Mike Reddington
Chief Executive
British Security Industry Association

Membership: the year in review



James Gribben
Chief Commercial Officer
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In January, **James Gribben** joined as Chief Commercial Officer and has been honoured to oversee a busy and successful 12 months for the membership team. In July, our Membership Development Manager, **Tom Ford**, left the Association following just shy of three years' service and during the same month, we welcomed **Graham Dean** as Membership Development Manager and **Lauren Bettington** as Membership Development Executive (*pictured below*).

The team have worked well during the year to significantly grow our membership base, with our Security Officer Services, Security Systems and Associate sections enjoying the largest year on year growth. To help achieve this, alongside attending our flagship events such as the **British Security Awards** and **IFSEC**, the team have sought every opportunity to exhibit and present at events such as regional **NSI** meetings and **Security Twenty 22** exhibitions across the UK.



Alongside bringing new members into the Association, the team have also worked to ensure existing members are engaged with our activities and are receiving value for their membership investment. At the time of writing, our retention rate for the year is a very healthy **96%**.

To help maintain these retention levels, we have worked closely with our section chairs to analyse and improve member engagement on a quarterly basis. We still have work to do in this area and are always receptive to feedback as to how we can adapt and better cater for member requirements from the Association.

A key focus for us in 2022 has been the planning and launch of our new Alarm Receiving Centre (ARC) section. This section welcomes not only ARCs but also providers of ARC related services, such as software platform and signalling/connectivity providers.

We launched on 9 November, with the inaugural section meeting taking place at **Mitie's HQ** at **The Shard** (*pictured right*), and despite travel disruption on the day, we enjoyed an excellent member turnout. We currently have 31 members subscribed to the section and the number is growing on a monthly basis with new members joining the Association.



"Well done all in helping businesses navigate the last 12 months or so to a better place."

Terry Roffey, Managing Director, Brook Security

Membership: the year in review



The membership team have a range of high value products and services to promote to the marketplace, for example, *The Bigger Picture*, our major research study into the UK video surveillance market (exclusive to BSIA members); **CySPAG**, our manufacturers cybersecurity certification scheme, and our work in the AI/Automated Facial Recognition arena. These have proved invaluable throughout the year.

We re-launched our **Affinity Benefits** programme in August, which offers BSIA members a range of discounted offers in areas such as staff training, legal advice, marketing support, cyber certification, IT hardware and many more. A number of our Associate members have provided offers within the programme.



Looking ahead to 2023, we will look to continue on our growth trajectory. We have identified a number of areas which can support this, including creating a more efficient member onboarding process, using digital tools. This will provide a superior customer experience and will enable us to improve our onboarding of new members. Watch this space!

The membership team look forward to working closely with our existing members in 2023, whilst welcoming new companies into the Association.



Keep in touch

Find out more about our work visit
www.bsia.co.uk/member-value

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Technical Services: the year in review



Dave Wilkinson
Director of Technical Services
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It has been another exciting year for the technical team. As part of our strategic drive to add further value to our members, we have been on a recruitment drive! I am pleased to report we have taken on an additional Technical Officer and, because of **Peter Jack** announcing his retirement at the end of this year, we embarked on his replacement too (though there is only one Peter!). Our new recruits, **Louis Neophytou** and **Graham Evans** joined and have already made an impact in the facilitation and work of the sections they are now looking after.

We continue to focus on connected technologies and their impact on standards. I am pleased to say that we have continued to strengthen our involvement in the areas where cybersecurity, biometrics and IoT are key enablers to revising standards. Our leading role in the TC79 Cybersecurity working group and facial recognition standards are testament to this.

Our Special Interest Groups (SIGs) remain a key conduit for engagement; open to all members to join as part of their membership, they deal with key topics of interest to multiple sectors, bringing together the best of our members expertise, combined with the knowledge of our technical team. These groups produce some especially useful guidance, industry direction and networking opportunities. Some examples include:

CySPAG: On the back of our cybersecurity Manufacturer code of practice published in 2021, the group launched an industry first self-certification cybersecurity registration scheme, which is now live and accepting both members and non-member applications. We are also working with the certification bodies to develop our Installer code of practice into a third-party certification scheme to assist installers demonstrate their professional credentials for connected systems.

Artificial Intelligence/Facial Recognition: the group has contributed to both the **European Commission** and UK Government consultations on AI regulatory proposals, as well as being a first point of contact for other stakeholder proposals, such as **Euralarm** and **CoESS** on the EU cybersecurity regulations. Our now infamous AFR guide was used as the baseline for the development of the British Standard on facial recognition (currently in advanced draft), which sees representation on the **BSI** panel from several of our members. We have also hosted numerous guest speakers at our meetings and report regular updates from **Fraser Sampson**, the Biometric & Surveillance Camera Commissioner allowing us to build relationships with key industry voices.

Human Resources/Health & Safety: With over 100 members, the group remains a strong focal point for sharing good practice in HR and H&S, and enjoys regular updates and attendance from the **SIA** and liaison with the **DWP**.

UK transition & Component supply: We have harnessed the knowledge of members and combined this with our own sources to ensure the group provides the latest updates on this challenging topic. We have used the knowledge gained to conduct a complete update of our webpages on topics to further assist members and the wider public on the challenges we face.

We continue to lead the industry position and knowledge on the IP Voice transition as it ramps up in the migration phases leading up to 2025. We have attended and contributed to the **Openreach** workshops to engage with comms stakeholders and input into discussions on our industry issues and concerns. We continue to ensure our members are provided with timely updates on developments, and we will continue to do so as this transition progresses.

"The BSIA actively works to raise the competency and professionalism of the security industry, which is something we also encourage and actively pursue."

Martin Watson, Industry Liaison Director, Mitie Fire & Security Services



Technical Services: the year in review



Following a request by several major electronic security and fire companies to develop the concept of a registration scheme for the assurance of qualified and competent sub-contractors working in the industry, we have been working hard to create a scheme under the name of **FASQUAL**.

The scheme outline is being driven by BSIA and the **Fire Industry Association (FIA)** as a joint initiative, and it is envisaged this will be commissioned next year.

Whilst **ECHO** is now established, we continue to explore opportunities to add value to members businesses by engaging them in the development of its services. Our Lone Worker section are actively engaged in influencing how its solutions can be connected through the service, and our ARC, video surveillance and security systems members are keen to explore how they can realise more benefits from the service for verification and URN management.

Whilst Brexit may sound like a distant memory, our work in Europe remains of great importance to many members. Euralarm and CoESS remain key strategic trade bodies for us to influence the security landscape across Europe; in 2022 we expanded our representation into the Installer and ARC section of Euralarm, as well as joining its marketing committee. Strategically, this provides us with a voice in both its security related areas, and 'two' member association votes on matters of importance to us. The marketing committee has also provided a direct opportunity to submit and contribute to articles and promotion of services of European members. We continue to represent BSIA on the Euralarm TG Cyber and Horizontal Compliance groups to ensure our views are represented at European level as well as ensuring a vital link is in place between BSIA, Euralarm, European standards bodies and the EU in all matters of cybersecurity. We have worked closely with Euralarm on the revisions of EN 50131-1 to ensure alignment in discussions at TC79 WG1, the committee responsible for revising the standard.

CoESS also continue to play a crucial role in allowing participation of our members in influencing development of European regulation, notably our contribution to the CoESS position paper on the incoming AI regulatory Act.

The BSIA remains well placed to continue as UK lead on standards and is represented on over 50 committees throughout the UK and internationally. We have reviewed over 300 standards this year that potentially impact our members, including:

- EN 50131-1** Alarm system requirements
- EN 15713** Secure destruction of confidential material
- EN 50710** Remote electronic services
- EN 50518** Monitoring and alarm receiving centres
- BS 8484** Lone Worker services
- BS 9347** Ethical use and deployment of facial recognition systems
- BS 7872** Provision of services for cash and valuables in transit
- BS 10121** Asset marking products

We have also been central to discussions within BSI around standards that need to be updated in light of recommendations from the **Manchester Arena Inquiry**.

So another momentous year of achievements and successes in challenging times! I have the honour of acknowledging the efforts of my team and extend my personal thanks to Steve, Peter, Kirstie, Louis, and Graham who work hard with the members ensuring we remain the voice of the professional security industry.

Finally, it would be remiss of me to not end this report without saying a heartfelt goodbye to Peter Jack who having spent five and half years with the BSIA, will be leaving us at the end of this year to start his long-deserved retirement. We wish Peter all the very best.

Keep in touch

Find out more about our work visit
www.bsia.co.uk/electronic-services

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Security Officer Services & Export: the year in review



John MacAskill
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We continue to drive the industry profile and awareness of the role of security officer services, with the national release of our **People, Property, Places: Professionally Protected** campaign, which was officially launched with a major recruitment drive in November, called **Security: a career of choice**. Over the next year you'll be seeing a lot of activity around this initiative as the recruitment promotion will run for the whole of 2023, and will also include work around the value of purchasing quality security.

This year we returned to hosting face to face security officer services section meetings and it was great to catch up with both old and new faces and to host some really interesting and informative speakers from both the **Security Industry Authority**, with updates on Protect Duty, and the **HMRC** discussing fraud and unregulated companies. The meetings are an excellent opportunity to come together to discuss our concerns in the sector and we looking forward to our round of 2023 meetings.



At the beginning of the year we started our return to the live arena, beginning in January with the BSIA UK Pavilion at **Intersec Dubai**, where we also hosted our government colleagues from **JSaRC** and **UK DSE**.

In May, we were able to return to **IFSEC International** in London where we launched our security officer services campaign and hosted our Export Council networking event with UK DSE speakers, as well as members from many sections, meeting with their clients.

In 2023 we will also be extending our presence on the international scene by attending the inaugural **IFSEC Europe** in Amsterdam, which will be biannual from thereon.

In a year of returns, we hosted the **British Security Awards** in June, where five security personnel were awarded Best Newcomer, Best Team, Outstanding Act, Service to the Customer and Security Manager of the Year. We were also able to visit our members to award the regional rounds (*pictured right*), with the team presenting certificates from Scotland to the Westcountry. We had a record breaking amount of entries, including many from our newer companies, so the competition was tough - and as ever the quality was of the highest standard.



During the year we also welcomed ten new member companies to the section. We look forward to working with and representing you all in 2023 and beyond.

"The BSIA is highly respected and it adds credibility to my business by being a member."

John W English, Managing Director, Security Drivers

Security Officer Services & Export: the year in review



In November, we attended the **Women In Security Awards**, sponsoring a table to which we invited Chair of RISC, Dame **Julie Kenny**, Head of JSaRC, **Angela Essel**, Deputy Director of Security & Cybersecurity Exports **UK DSE**, **Tracy Buckingham** and Head of Compliance & Inspections **SIA**, **Ronnie Megaughin**. It was a fantastic night and we were delighted that our members, **Stephanie England**, from **OCS Group** took the award for Frontline Manager of the Year and **Arevika Stepanian** of **STM Group** took runner up for Contribution to the Industry.

Congratulations to all the winners and finalists.

With changes to the Government this year we were quick to make our introductions to the new Security Minister, the **Rt Hon Tom Tugendhat MP**, providing him with an update of our activities and suggestions on how we can work together. We received a prompt reply from his office, acknowledging our strong relationship with government during the pandemic, improving skills in the sector and its participation on Protect Duty.

We will be able to build upon this relationship as he also sits on the **Security & Resilience Growth Partnership** group of which we are also involved in.



We are active as ever on a variety of committees and groups representing the Association regarding national security and export, including working with the **Home Office** on its **Joint Security and Resilience Centre (JSaRC)**, **Security Resilience and Growth Partnership (SRGP)**, **Protect Duty** and the **Science Technology Analysis and Research**.

We have also been working with the **Centre for the Protection of National Infrastructure (CPNI)** and the **Office for Security and Counter-Terrorism (OSCT)** and we also have a seat on a committee for the strategic planning of long term impact of COVID-19 on National Security.

The Association has also been working with the **UK Defence & Security Exports** on the 4Ps (politics, partnerships, products and price). We have also been working on the **RISC** security resilience growth partnership and the **Security Export Steering Group**. We also have a seat on the **Security Industry Safer Scotland-Counter Terrorism (SISS-CT)**.

Keep in touch

Find out more about our work visit
www.bsia.co.uk/security-officer-services

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Skills for Security: the year in review



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Skills for Security continues to grow in line with our strategy; since our last *Year in Review*, we have grown our staff by a third (up to 39 full time staff), increased our number of apprentices to **458** (beating the target we set last year), and introduced a traineeship initiative to engage with younger people and help make the Fire & Security Sector a career of choice. Over the last 12 months we have had **153** trainees join us across the country to undergo a 14 week programme, including a four week placement, resulting in **11** trainees successfully finding a job, with **20** continuing onto our apprenticeship programmes.

We also opened our new flagship training centre in Watford in October, following on from our recent opening of a satellite centre in Glasgow. The opening of our latest centre in North London is a significant milestone for us as we are expanding nationwide to train apprentices from all areas of the country and meet the demand for developing the next generation of fire & security engineers.



In November, the **BSIA** sold part of its share equity in Skills for Security to **The Banks Foundation**. With a 49.9% share in Skills for Security, the Foundation will allocate its generated income to activities centred around young entrepreneurs that encourage and advance their careers, training, salaries and seed-fund start-ups.

The Banks Foundation was set up by entrepreneur and founder of **CSL Group**, **Simon Banks** (pictured left), a long-standing advocate of supporting and mentoring young people into the IoT, security and electromechanical sectors. A not-for-profit family foundation, it is designed to give something back after a lifetime career in the security industry. Under the new ownership, our employees will become shareholders of Skills for Security.

We have also been successful this year in delivering our training through partnerships and academies, including **Scutum**, **Barlows**, **TIS**, **SecuriGroup**, **EFT Group**, **Mitie**, **G4S**, **Corps Security** and **ID Cyber Solutions**, enabling us to reach out across the country and deliver a wide range of our courses, from cybersecurity, top-up training and the piloting of the security officer apprenticeship.

In November, we appointed **Arevika Stepanian** (pictured above) to the Board as a Director of Corporate Relations (Non-Executive); Arevika will be working with channel partners and media affiliates to increase the support of, and sponsorship for, a robust skills pipeline with a focus on fire and security. We believe that all companies will benefit from supporting our goal to provide a sustainable supply of skilled engineers across the sectors so that businesses can prosper and compete, not only in the UK market but strive for world-class competency and quality.

"Skills for Security's apprenticeships are a great opportunity to upskill our colleagues, which is one of our key priorities as a business."

Pardeep Singh, Training & Development Advisor, Corps Security

Skills for Security: the year in review



Over the last academic year, we had over **30** apprentices complete their apprenticeships and qualify as fire and security engineers. Since we started delivering SIA top up training, we have given **£50K** worth of discounts to BSIA members and we will continue to work closely with member companies to make sure they can access high-quality training at a time and place that works for them.

With the new SIA legislative changes requiring a nationwide solution to the delivery of top-up training, we are also seeing changes in other areas, such as ECS Skilled Worker Cards, an area of focus for us, developing and delivering training to meet sector requirements.

Skills for Security continues to work with the Security Officer Services employer group and the SIA to develop an apprenticeship for security officers, and we hope to bring this to fruition in early to mid 2023 and we are continuing our work with key BSIA members and the wider industry to develop more technical courses for their businesses. We have seen a surge in demand for this type of training, and have now released a six month course tailored to those in sales and design roles, with more to come early 2023.



Keep in touch
Find out more about our work visit
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The year in pictures



BSIA members get to make great use of the BSIA stand for meetings as IFSEC returns live in London in May.



Mike Reddington presents Sarah Cork of Bidvest Noonan with its membership certificate in September.



Mike Reddington opens the British Security Awards back live in London in June.



Mike Reddington presents Eaton with its anniversary award at IFSEC in May.



The inaugural Alarm Receiving Centre section meeting kicks off at the London Shard offices of Mitie in November.



Andrew Cooper picks up the Association of the Year Silver Award at the Association Excellence Awards in London in October.



Mike Reddington and John MacAskill present Bidvest Noonan's regional security officers a British Security Awards certificate for the Midlands in May.



Bidvest Noonan, G4S and Mitie take the win for Security Partnering Initiative of the Year at the Security Fire & Excellence Awards in November.



Mike Reddington presents Mitie its regional security officer awards at its operation centre in Northampton in May.

The year in pictures



Technical Officer Peter Jack presents Reliance High Tech with its anniversary trophy in August.



Sarah Staff presents at the Retail Risk Conference in the Midlands in September



Dave Wilkinson opening the IFSEC presentation on the launch of The Bigger Picture in May.



SecuriGroup MD Russel Kerr at the security officer apprentices inauguration in September in Scotland.



The BSIA host a table of its members and stakeholders at the Women in Security Awards in November.



Mike Reddington attends the CoESS meeting in Amsterdam and meets with fellow senior leaders on the European stage.



Sarah Staff and Lee Wallace from SaferGems with sponsors NAJ and T H March exhibiting in September.



The HR Forum returns to face to face meetings in October in London.



New team members Graham Dean and Lauren Bettington exhibit for the first time at SecurityTwenty22 in London in October.

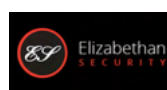
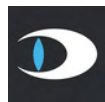


VPP Chair Gideon Reichental talks with vice chair of SOS Rachel Fleri at the AGM in London in April.

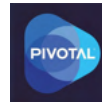
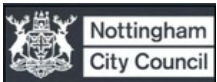
Our Members in 2022



Our members in 2022



Our Members in 2022



Our members in 2022



A big thank you to our members

Celebrating security excellence: back live in 2022!

The BSIA's flagship event, the **British Security Awards** took place live for the first time since 2019 at the **London Marriott Grosvenor Square** in June, with sixteen winners taking the awards for their hard work and commitment during the last 12 months.

In front of a record breaking audience, with the **BBC** present to film for their series, *Maximum Security*, we were able to celebrate security excellence in an emotional return to the live arena.



The awards were presented by broadcaster **Sam MacAllister** (pictured above), with the **SaferCash** awards being presented by Assistant Chief Constable of the West Midlands Police, **Jayne Meir** and the Chairman's Award presented by **Simon Banks**.



Mike Reddington, Chief Executive, who opened the awards, said: "As finalists today of these prestigious awards it is an honour and a privilege to be able to recognise you all for your professionalism, innovation and commitment to our industry."

"The scale of achievement we see every year from across each sector is remarkable, and our awards enable us to recognise the outstanding work being carried out by members of both the Association and the wider industry in keeping people, property and places professionally protected on a daily basis."

"It was great to be together again after such a long time - we missed you...great that the awards were distributed across such a wide range of companies."

The British Security Awards 2022 were sponsored by: **Camberford Underwriting**, **SaferCash**, **TEAM Software**, **NSI**, **Texecom**, **SGS**, **OCS Group**, **Galliford Try Asset Intelligence**, **Skills for Security**, **IFSEC International**, **Securitas UK** and **Fenix Monitoring**.

The official media partner was **Fire & Security Matters**.



Thank you to our sponsors



Celebrating security excellence: **back live in 2022!**



SME of the Year - Fenix Monitoring



“We so needed to see this event re-emerge after Covid as an in-person event. It's been missed and is, rightly so, one of the highlights of the year. Here's to 2023!”

NATIONAL WINNERS 2022

- Best Newcomer**
Julian Stone - Allied Universal
- Service to the Customer**
Paul Williams - Mitie
- Outstanding Act**
Richard Kawar & Team - OCS Group
- Security Manager of the Year**
Kieron Doyle - Securitas UK
- Best Team**
Templars Square - Westgrove Group
- Apprentice of the Year**
Owen Nelson - EFT Systems
- National Partnership**
Electronic Call Handling Operations- ECHO
- Installer of the Year**
Mitie
- Innovative Security Project**
Domestic Abuse Reduction Strategy - SmartWater Group

- Business of the Year**
SecuriGroup
- SME of the Year**
Fenix Monitoring
- Environmental Project of the Year**
Met Office project - Galliford Try Asset Intelligence
- Best Use of Technology**
LoRa Wireless - GJD Manufacturing
- Corporate Social Responsibility**
Song for the Homeless - Securitas UK
- Contribution to the Industry**
Iain McCallister - MAN Commercial Protection
- Police Partnership Initiative**
Warren Franklin Force Prevent Lead Kent Police
- Chairman's Award**
Pat Allen



Corporate Social Responsibility - Securitas UK



For 2023, we can celebrate together again, on **Wednesday 21 June** at the **Grand Connaught Rooms London**.




CySPAG

Cyber Security Product Assurance Group

**Cybersecurity
registration scheme
providing confidence
to the supply chain**

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 SCAN ME



THE VOICE OF THE PROFESSIONAL SECURITY INDUSTRY


The Bigger Picture

Video Surveillance in the UK

The most comprehensive study of the number, type and use of video surveillance cameras in the UK ever undertaken

EXCLUSIVE TO BSIA MEMBERS



 SCAN ME



THE VOICE OF THE **PROFESSIONAL SECURITY INDUSTRY**

SaferCash: the year in review



Sarah Staff
Head of SaferCash
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SaferCash membership remains at **100%**, and through active engagement with UK Police and our partners we continue to strive to identify emerging threats, pinpoint the most affected regions and to link crimes. Our strategic reports produced by our Higher Police Analysts provide a comprehensive and in-depth analysis of crimes suffered by our members. These documents provide the Police with an informative go-to review of current crimes and provides the industry with relevant information to help manage the risks within their estates and ensure the best deployment of security solutions.

After the extreme impact of the worldwide pandemic for nearly two years, crime suffered by SaferCash members remained low for a significant part of 2022; however as we enter the final months of this year our Police teams are reporting a steady increase in all areas of acquisitive crime. There are number of reasons for this including the reopening of our borders, continued criminal activity by organised crime groups since the pandemic and the impending recession.



This year SaferCash has been working with the **National Police Chiefs' Council (NPCC)** Roads Policing and Firearms leads to review the set procedure for CViT crews to follow should they be involved in a non-criminal road traffic collision. This guidance was implemented by the Police in 2014 in order to make police personnel aware that CViT crews cannot leave their armoured cash vehicles unless they are in a secure environment, this requires that they are either escorted to a Police Station or a Cash Holding Facility.

Following a road traffic collision, the CViT vehicles and crews are more vulnerable to a robbery as the collision may have been orchestrated to disable the armoured vehicle or lure a crew from the vehicle. To assist the NPCC in reviewing this guidance, the Police had the opportunity to inspect CViT vehicles and visit control rooms. The reviewed guidance will be published in 2023 with the approval of the NPCC Commercial Robbery lead.



Since the pandemic SaferCash has relaunched its CViT Christmas safety visits and the team is undertaking early morning briefings with the CViT crews at cash depots within the most affected regions, reminding staff of the importance of reporting suspicious incidents to the Police and SaferCash. This work seeks to support the national Police initiative of 'Follow the Van' and raise awareness during December through media publications and an animation encouraging the public to report suspicious incidents or information to the Police or to **Crimestoppers**.

In September, SaferCash was invited to present at the NPCC Acquisitive Crime Conference (*pictured left*), held in Cardiff and lead by Assistant Chief Constable **Amanda Blackman**. SaferCash hosted a stand and presented on the key aims of SaferCash to representatives from the Police, the **Home Office**, and private industry.

"Membership enables us to offer staff opportunities to support their skills with the advice, guidance and networking opportunities that the BSIA offers."

Adam Rust, Director of Installations, Securitamem

SaferCash: the year in review



Each year, SaferCash supports the BSIA's **British Security Awards**, this year sponsoring the Police Partnership Initiative and Public Bravery categories and were delighted that Assistant Chief Constable **Jayne Meir**, the NPCC Commercial Robbery lead was able to present these Awards during the event.

The Public Bravery Award (*pictured left*) honoured the courage and quick thinking of three members of staff during an armed robbery at their bank, after two masked offenders entered the branch pointing a firearm at staff and threatening to pour petrol over them if their demands were not met. Their quick thinking action led to the subsequent arrest and conviction of those involved.

The Police Partnership Initiative Award recognised outstanding contributions made by an individual Officer or member of Police Staff in tackling crime and was awarded to Superintendent **Warren Franklin** from Kent Police (*pictured left*) for his leadership whilst running a special project working with business and partner agencies which significantly reduce ATM crime within his region.



Keep in touch

Find out more about our work visit
www.bsia.co.uk/safercash

Your contacts

Sarah Staff | Head of SaferCash
s.staff@safercash.org.uk

Jo Veale | National Industry Liaison Officer
NCC@safercash.org.uk

Jill Raynor | National Industry Liaison Officer
NCC@safercash.org.uk

SaferGems: the year in review



Sarah Staff
SaferGems Manager
sarah@safergems.org.uk

SaferGems is a major initiative against crime in the Jewellery, Antiques and Fine Art Trades, hosted by the BSIA and funded by the retail jewellery industry through **TH March Insurance Brokers** and the **National Association of Jewellers (NAJ)**.

It was introduced in June 2009 following concern about the increase in crime committed against the jewellery industry. It is intended to collate attacks, incidents and intelligence in relation to jewellery crime around the UK.

The SaferGems team, which has links to all the UK police forces, records details of crimes against the jewellery/pawnbroking industry, sends alerts to its members, NAJ members and those insured via T H March, coordinates data across police forces to improve identification and conviction of criminals, circulates images and new crime trends and assists the police in linking offences and offenders.

This year, SaferGems bid a fond farewell to **Simon Gardner**. Simon had worked for the BSIA for over 10 years and in recent years played a significant role in managing SaferGems and the Penalty Charge Notice Scheme for the BSIA Transport Section.

In June, **Sarah Staff**, a Director of the BSIA and Head of **SaferCash** was appointed to manage SaferGems. Sarah's years of experience working as a Detective on the **Metropolitan Police Flying Squad** ideally suited her to this role. The BSIA wish Simon the very best for the future and thank him for his loyal service over the last decade.

Police forces regularly questioned the destination of stolen watches, and to meet the needs of law enforcement and the jewellery industry, SaferGems created **Watch Register**. This allowed for a central database to ensure the standardisation and collection of data relating to stolen/lost or seized luxury watches. The database records lost and stolen watches which have a unique serial number and is available to Police and Industry.

It is hoped that the register makes it more difficult for stolen watches to be disposed of and assist the Police in identifying watches which form part of a criminal investigation.

In October, SaferGems was invited to showcase an exhibitors stand at the Retail Risk Conference hosted in Leicestershire. Sarah delivered a presentation to 300 delegates setting out the operating model of SaferGems and how closely they work with the industry to prevent and detect crime in close partnership with the Police.

To date SaferGems has:

- Circulated **181** alerts and bulletins
- Provided **144** analytical reports to Police
- Assisted UK & US Law enforcement with the identification, arrest and convictions of **58** persons
- Believed to have prevented almost **100** crimes

In partnership with the **Art Loss Register** we have:

located almost **50** stolen/lost watches have on the basis of SaferGems registrations.



"SaferGems is an excellent example of the 'dare to share' intelligence model which goes towards ensuring criminals go out of business and not SaferGems members.

Simon Cham, Technical Supervisor, Warrior Doors



SaferGems: the year in review

In February, SaferGems identified a 21yr old male responsible for a number of high-value prestige watch thefts from jewellery stores across the South East of England. February also saw the identification of a 49yr old male responsible for a number of fraudulent transactions at jewellery stores across the South East/Eastern regions of England.

In March, following a surge of counterfeit Scottish £50 notes being offered to member stores across the UK, SaferGems, in conjunction with the **National Crime Agency**, provided members and industry with advice and guidance on how to detect counterfeit Scottish £50 notes. In partnership with Police contacts, SaferGems was also able to identify a male suspect responsible for the majority of these counterfeit notes being in circulation. March also saw the arrest of a 20yr old male responsible for a number of high-value watch thefts from stores across England. As a direct result of a SaferGems alert being shared with North West Police contacts, the suspect was arrested by **Greater Manchester Police** in Ashton-Under-Lyne and was found to be in possession of a Rolex watch that had been stolen from a pawnbrokers in Glasgow.



In June, SaferGems assisted **Kent Police** with the identification and arrest of a 32yr old female who was sought in connection with a number of high-value 'sneak-in' thefts at jewellery stores in North Yorkshire, Nottinghamshire and Kent.

The suspect was also sought by Police in connection with a series of 'hugger mugger' offences whereby the suspect accosted elderly men in the street before stealing their high-value watches from their wrists.

As a direct result of our monthly bulletin being circulated nationally to all Police contacts, a female responsible for a series of high-value switch/distraction thefts across the South was identified. In August, we assisted Greater Manchester and Metropolitan Police with the arrest and conviction of two males who were responsible for a series of high-value thefts from stores in London and across the UK.

SaferGems also identified a 29yr old female linked to high-value distraction thefts from stores in Cumbria, Dorset and Worcestershire during August. She was later identified for a sleight of hand theft from a store in Plymouth during October 2022.

In September, SaferGems assisted the **Metropolitan Police** with the identification and arrest of a 22yr old male linked to the theft of goods totalling over £60,000 from stores across the South of England.

Throughout 2022, SaferGems continued to be the central point of contact to assist UK Law Enforcement, with ongoing investigations into the threat of jewellery shop burglaries involving organised gangs from Eastern Europe and also a prolific fraudster responsible for the theft and fraud of jewellery and watches totaling almost £2 million.

In April, SaferGems linked a male responsible for an armed robbery in Hertfordshire to an armed robbery in Northampton in 2020. A 23yr old male was later charged with both offences. May saw a national Police campaign in partnership with SaferGems highlighting the risk of Courier Fraud/Vulnerable Fraud.

As a result, two members in Leicestershire and London prevented elderly persons from being coerced into purchasing over £125,000 of prestige watches. SaferGems was also able to identify a 27yr old male responsible for a number of 'snatch' theft offences from stores across London during May. He was later charged and prosecuted.

Keep in touch

Find out more about our work visit
www.bsia.co.uk/safergems

Your contacts

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Lee Henderson | Intelligence Officer
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PR & Communications: the year in review



Andrew Cooper
Head of Communications
a.cooper@bsia.co.uk

It has been an incredibly busy year for the department in 2022 with changes to personnel, as we bade farewell to **Maggie Markova** and **Katherine Ingram**, who moved on after five years of collective service, and we welcomed **Hayley Giles** as our new Senior Marketing Executive and outsourced the PR function. We also made substantial changes to our communications, merging *Spectrum* magazine into *BSIA Connect* and making better use of our website channels, driving traffic directly to our website and incorporating all our general news emails in order to reduce overburdening our members inboxes; this makes room for more singular campaigns and to continue our strong team ethos on the communication and not distribution of content.

Our social media content and following remains robust, posting over 100 major releases and stories, with **LinkedIn** just under the 20,000 mark and **Twitter** heading towards the magic 10,000. We have also started making use of **Instagram**, **Facebook** and **TikTok** for bespoke campaigns as we work to reach new and different audiences, depending upon our offers.



We were also able to return to visiting our members more regularly after the COVID-19 restrictions, and this included presenting the regional awards (pictured right) and attending conferences and events. This also included the BSIA picking up its second Association of the Year award in two years as **Andrew Cooper**, Head of Communications (pictured above) received, on behalf of the Association, our latest accolade at the **Association Excellence Awards** at the Kia Oval in October.

The team also arranged for our AGM, alongside a networking party in April, with over 100 attendees, and a visit to the **Manufacturing Technology Centre** for members in November, which included presentations and a tour of the facility.

It was great to return to the live stage after almost three years as our flagship event, the **British Security Awards** made an emotional return to the **London Marriott Grosvenor Square** where a record number of entries were honoured in front of a sell out crowd. A further boost was the **BBC** in attendance to film our winners to insert into a feature on the *Maximum Security* programme, presented by **Dom Littlewood** (pictured overleaf).

We were also finally able to showcase our 2020 rebrand on our stand at **IFSEC International** in May, where we also arranged for three major launches and showcase our members promotional videos.



"The BSIA Autumn Party was a great opportunity to meet new people within the industry, and build connections. Thank you to the BSIA team for hosting a fantastic event!"

Arevika Stephanian, Head of Marketing, STM Group

PR & Communications: the year in review



One of our biggest projects this year was the PR campaign around raising awareness of our security officer services, which was launched in November. This major project started at the beginning of the year, with the team storyboarding campaign ideas which included the look and feel as well as the campaign name. **People, Property, Places: Professionally Protected** was chosen and the campaign was launched across national media and social media, with an attendant recruitment drive, **Security: a career of choice**.



The campaign aims to increase the profile and awareness of the crucial work that security officers carry out 24 hours a day, seven days a week 365 days a year, protecting people, property and places. It also highlights how both a career in the industry and the provision of professional security as a service carries a diverse range of benefits and is an industry that is diverse, welcoming and carries many career prospects.

A big thank you to Roaring Mouse (pictured below, left) for their PR contributions this year and a special thanks to Hayley for coming in at a critical time and contributing significantly in developing our ongoing communication offers to our members.

**PEOPLE. PROPERTY. PLACES:
PROFESSIONALLY PROTECTED**



Keep in touch

Find out more about our work visit
www.bsia.co.uk/news-and-insight

Your contacts

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Hayley Giles | Senior Marketing Executive
h.giles@bsia.co.uk

The year in lobbying and PR



The BSIA returns to Intersec in Dubai with its UK Pavilion. This was the first overseas event we attended since 2020.



With a major change in the pipeline for our Information Destruction members, we communicated to our ID members to take part in the peer review..



In June we appointed PR agency Roaring Mouse to be our external resource to assist us with the communications of our security officer services campaign.



October saw the part sale of Skills for Security to the Banks Foundation. The BSIA retained 4.9.9% ownership after the sale.



We released an industry-first certification registration scheme for our members to assist with cybersecurity.



The BBC featured members SelectaMark on the benefits of securely tagging personal items in the fight to deter crime.



The BSIA were interviewed by the Independent (the i paper) on the value in purchasing quality security services and the benefits of using BSIA members.



We launched a webpage on important information for members to be aware of as CE marking changed over to UKCA.

"The BSIA have adapted in difficult times which shows you how agile and innovative such a large organisation can be to still give us full value and more."

Carl Meason, Managing Director, Fenix Monitoring

The year in lobbying & PR



Our first regional event for members since lockdown took place in November with a tour of the MTC in Coventry.



In July, we celebrated and thanked our security officers with a short promotional film on International Security Officers Day.



We won our second Best Association of the Year in two years by picking up our latest trophy at the Association Excellence Awards in October.



Mike Reddington took part in Fire & Security Matters digital conference discussing our security officer services campaign and the importance of recruiting into the industry.



The British Security Awards bounced back to the live stage in June after heavy promotion over social media starting in January.



The BSIA were heavily involved in developing the new 'FASQUAL' brand for the proposed contractor registration scheme.



We launched our major security officer services campaign, 'People, Property, Places: Professionally Protected', starting with a recruitment drive, 'Security: a career of choice.'



This year saw the launch of our first new section meeting with the formation of the ARC section, which had its first meeting in November.

"We are really excited to get started with BSIA and cant wait for our membership to be finalised."

Melissa Ahmed, Managing Director, Techwuman

SAVE THE DATE

Organised by the British Security Industry Association



BRITISH SECURITY AWARDS

CELEBRATING SECURITY EXCELLENCE

Grand Connaught Rooms London | 21 June 2023

Entries open 9 January 2023

SAVE THE DATE

Annual General Meeting
including stakeholder and member networking party

INFORMA BUILDING LONDON
WEDNESDAY 19 APRIL 2023

Executive team & section chairs



Sir Keith Povey
BSIA President

Sir Keith was appointed President of the BSIA in 2009 following an extensive police career culminating in promotion to **HM Chief Inspector of Constabulary**. A keen supporter of the work of the private security industry and the BSIA, Sir Keith's experience within the police service gives him a valuable insight into the role the private security industry can play in supporting the police and other agencies. Sir Keith will retire after 14 years service in 2023.



Simon Banks
BSIA Chairman

Simon is Managing Director of **CSL Group**, a global provider of connectivity solutions. As Chair of the BSIA, Simon aims to provide strategic leadership, working in line with the advancing technology and changing attitudes in security to build the membership and bring about a deeper talent pool for the industry.

Simon was elected by the BSIA in 2018.



Mike Reddington
Chief Executive

Mike has worked in the security industry for over 25 years, beginning his career in electronic engineering before moving into sales and marketing, rising into senior roles for a variety of organisations, such as **Honeywell** and **ADI**. Mike holds an MBA from Leeds University.

Mike was appointed as Chief Executive in 2019.



Tony Cockcroft
Vice Chairman &
Security Officer Services

Tony is the Director of **Independent Contractor Security Ltd** providing security guarding, patrols and alarm responses and key holding.

He was elected as Section Chair in 2015, and in 2019 Tony was also elected by the Board as Vice Chairman of the Association.



Kevin Howells
Asset Property Marking

Kevin is Managing Director of **Datatag ID** which was formed in the early 1990s as a subsidiary of **Mitsui** of Japan, one of the world's largest trading companies with a turnover in excess of \$150 billion.

Kevin was Chairman between 2017-21 and became interim chairman at the end of 2022.



Gareth Skinner
Cash & Valuables in Transit

Gareth is UK Head of Operational Risk at **G4S plc**. Gareth's role at G4S is to drive the Loss, Security and Business Continuity Management activities across the UK.

Gareth has been Chairman of Cash & Valuables in Transit since 2019.



Carl Gibbard
Export Council

Carl is the Chairman of **Concept Smoke Screen Ltd**, who specialise in fogging devices in the UK as well as on the international market in countries ranging from Holland to Brazil.

Carl was elected as Chairman of the Export Council in 2017.



Kristian Carter
Information Destruction

Kristian is Commercial Director at **Shred Station** and has worked in the sector for over 15 years.

Kristian was elected Chairman of the Information Destruction section in 2021.

Our quarterly section meetings are hosted across the UK by our section chairmen, and it is a great opportunity as a member to get involved in strategy, developing standards and contributing to industry guidance.

For more information email us at info@bsia.co.uk

Executive team & section chairs



Naz Dossa
Lone Worker

Naz is Chief Executive Officer of **PeopleSafe**, part of the **Send for Help** Group, the largest lone worker protector provider in the Europe.

Naz is currently in his first tenure as Chairman of Lone Workers and was elected in 2020.



Adrian Mealing
Security Equipment
Manufacturers

Adrian is Head of Industry Affairs at **Texecom** and has over 20 years experience in complex multi disciplined projects, from initial concept to delivery and completion.

Adrian has been Chairman of Security Equipment Manufacturers since 2020.



Martin Watson
Security Systems

Martin is Industry Liaison Director at **Mitie Fire & Security Systems** and has a wealth of expertise in management along with an understanding of emerging technologies to inform sound business decisions.

Martin has been Chairman of Security Systems since 2017.



Gideon Reichental
Vacant Property Protection

Gideon is Commercial Sales Manager for **Clearway**, who provide a range of insurance and police approved vacant property protection solutions.

Gideon has been Chairman of the Vacant Property Protection section since 2017.



Benjamin Linklater
Video Surveillance Systems

Ben is the Sales Director at **Optex (Europe) Ltd**, a world leading manufacturer of high performance sensing technologies.

Ben was elected as Chairman of the Video Surveillance Systems (CCTV) section in 2019.



Sarah Staff
SaferCash/SaferGems

Sarah is responsible for the BSIA joint security intelligence initiative **SaferCash** and is former Head of the Flying Squad, with a 30 year career in the **Metropolitan Police**.

Sarah was elected to the Board in 2019.



Rob Evans
Alarm Receiving Centres

Rob is Sales Director for **CSL Group** and has worked in the industry since 1995, having previously worked for **Risco**.

Rob was elected Chairman at the inaugural section meeting for Alarm Receiving Centres in 2022.



John Davies
Access & Asset Protection

John is Managing Director of **TDSi** who manufacture electronic access control and integrated security systems. John has worked in electronics since 1979.

John was elected Chair of the Access and Asset Protection Section for the second time in 2021.

Our quarterly section meetings are hosted across the UK by our section chairmen, and it is a great opportunity as a member to get involved in strategy, developing standards and contributing to industry guidance.

For more information email us at info@bsia.co.uk

Association team



Dave Wilkinson
Director of Technical Services

With over 35 years' experience in the industry, Dave is responsible for coordinating all technical and quality matters within the Association.

These duties include leading UK, European and International standards committees and monitoring and contributing to UK and EU regulations & Directives that impact BSIA members.



John MacAskill
Director - Security & Export

John has over 25 years of experience in the industry, working as head of sales and business development for **Pointer Ltd** and **Connolly Security Systems**.

John is responsible for the Security Officer Services and Vacant Property Protection sections and the Association's export strategy, working with government and related export agencies to raise the UK profile of security.



Andrew Cooper
Head of Communications

Andrew has over 20 years of experience working for central government and trade associations, and is responsible for the communication and marketing functions of the Association, including public relations, events and campaigns.

Andrew meets with members at meetings and events, and liaises with government and industry partners.



James Gribben
Chief Commercial Officer

James has 20 years of commercial experience in the fire and security industry, specialising in leading sales and marketing teams and is MBA qualified from Alliance Manchester Business School.

His prime responsibility is co-ordinating the growth of the membership base, working closely with the Marketing/Communications team to help achieve this.



Sarah Staff
Head of SaferCash
SaferGems Manager

Sarah is responsible for the BSIA joint security intelligence initiative **SaferCash** and also manages **SaferGems**, the initiative against crime in the Jewellery, Antiques and Fine Art Trades, hosted by the BSIA and funded by the retail jewellery industry through **TH March Insurance Brokers** and the **National Association of Jewellers**.



Dean Griffin
Financial Controller

Dean is responsible for the finance of the Association and our subsidiary, **Skills for Security**.

This includes management accounts, departmental reports, working with the auditors and any regulatory items for VAT, and Tax.



Graham Dean
Membership Development Manager

Graham has over 20 years experience working in the security industry prior to which, he enjoyed a career in Hertfordshire Police.

Graham is responsible for growing overall membership and providing support to the Association's existing members. He is the first point of contact for membership enquiries and ongoing relationships with existing members.



Steve Lampett
Technical Manager

Steve is responsible for coordinating the BSIA groups that develop codes of practice and guidelines and provides input to national and international standards committees.

He also manages activities related to environmental compliance and regularly attends BSIA meetings and speaking at industry events during the year.

Association team



Hayley Giles
Senior Marketing Executive

Hayley looks after all our digital comms, marketing and events including IFSEC International and the British Security Awards, as well as regional events.

She also assists in the development of more video content, regional events and the further development of new comms products and services



Lauren Bettington
Membership Executive

Lauren has experience working in Cyber, specialising in cyber security, having previously worked for Blackberry UK's Cyber Security business unit.

Lauren works alongside Graham Dean to recruit new members, whilst regularly speaking with existing members to support engagement and retention.



Kirstie Anwyl-Hughes
Technical Coordinator & Compliance Officer

Kirstie provides support to the Technical Services team, coordinating the technical work load, proof reading all technical documentation, managing the technical database and acting as focal point for all technical enquiries.

Kirstie also manages our quality management & compliance systems and carries out internal quality audits.



Louis Neophytou
Technical Officer

Louis has a background in technical affairs for the Department for Transport and the Civil Aviation Authority in security and operations roles developing policy and in the space and aviation security sectors.

Louis looks after a variety of our technical sections, working closely with other members of the Association.



Graham Evans
Technical Manager

Graham's background at the beginning of his career was in electronics and then progressed onto data compliance dealing with all matters to do with UK GDPR, DPA, subject access requests, policy development and implementation.

Graham looks after a variety of our technical sections, working closely with other members of the Association.



Lynn Hodges
Finance & Facilities Administrator

Lynn looks after the Finance department of the Association and its wholly owned subsidiary, **Skills for Security**.

Lynn is also responsible for human resources and liaises with outside contractors.



Mandy Miller
Senior Administrative Officer

Mandy has over 30 years of key administrative experience, from credit control and business support to office management.

Mandy is responsible for supporting new member onboarding, renewals and membership retention, alongside coordinating the delivery of board, F&GPC and section meetings as well as offering administrative support to the CEO & Directors.



Shirley Price
Membership Administration Officer

Shirley works closely with the membership development team to smoothly onboard new members. This includes areas such as verifying accreditations, carrying out directors vetting – all to ensure that new members meet the associations joining criteria. Shirley also oversees BSIA handbook sales.



Rosemary Nicholas
Administrator

Rosemary's responsibilities primarily cover maintenance of members' records and involvement with Association meetings and elections.

She also assists with the administration of the Intersec Dubai security show.

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