

CIS Newsletter



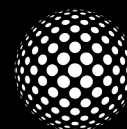
1926 - 2022



THE AUTUMN ISSUE

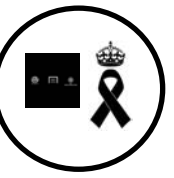


SECURITY



CIS
INNOVATIVESOLUTIONS

September 2022
Autumn Edition



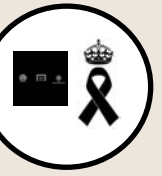
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**CIS Security
Join the whole
nation
in paying our
respects to
Queen Elizabeth II**

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MAKE IT HAPPEN!



**A few words from
Neill Catton,
CIS Managing Director**



A superb edition again! I would like to welcome all our new colleagues and congratulate our existing teams on their continual high service standards which make CIS the 'Go To' World Class Company that employees and Customers alike, find it hard to resist! You will notice consistent growth which is testament to the outstanding security professionals that are part of the CIS family!

Our growth in line with our Business Strategy has been planned well in advance, and to support that growth we have welcomed several specialist support positions into the business whilst also expanding our operational and HQ Teams.

My personal target is to grow whilst keeping our personal touch, few have achieved this, but I know with the team and culture that we have that this will happen. In fact, in our most recent ACS Audit we received a good practice commendation highlighting how we have successfully invested in resourcing our operational and support teams across the business well in advance of our Growth which in the auditor's experience is extremely rare!

Every CIS Team member should be extremely proud of how they protect and serve our Nation at this World Class level.

I believe it is important that with potential change in legislation our teams represent their industry with pride, this is a profession to be proud of and I can only see progress ahead that will benefit all Security and Front of House Teams throughout the UK.

A well done to everyone who has contributed to our success and continues to represent the CIS brand with a true sense of commitment and pride. I also look forward to our Annual Awards with excitement and a degree of apprehension. With so many quality teams and individuals the judging is going to be harder than ever, I'm pleased that I don't have to vote!

Finally, I was asked at a recent meeting what one thing is important to me for this year, at the time this was hard, being put on the spot for just one golden comment, but on reflection **"our sense of Unity"** supporting each other, no egos, no politics just Togetherness.

Please keep yourselves safe and thank you for your continued loyalty and dedication.

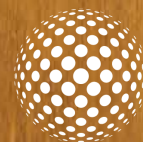
Neill





♥
welcome
HOME

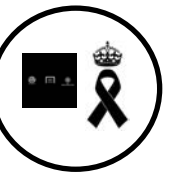
**01. Welcoming new
team members to
the CIS Family!**



SECURITY

— CIS —
FRONT
OF
HOUSE

CIS
INNOVATIVE SOLUTIONS



55 Ludgate Hill (Retention)!



Moor House!



Pontegadea Portfolio!



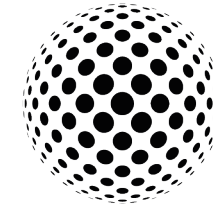
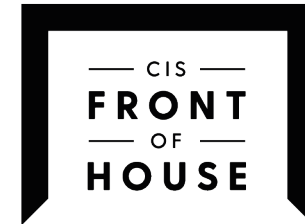
The Broadway!



Rise P6 Portfolio!



welcome home



CIS
INNOVATIVE SOLUTIONS

QMUL (Retention)!



Warwick Court!



2 Soho Place!



90 Fetter Lane!



St Martins Courtyard!





02.
COMPANY
AWARDS
&
PROFESSIONAL
ACHIEVEMENTS



Macebearer Duty - LB Hackney

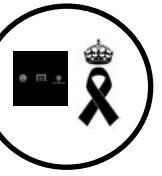
LB Hackney
Eric Boateng



Eric is the permanent Hackney Town Hall Security Officer.

In recognition of his exemplary conduct and excellent attire presentation, LBH have asked if Eric can fulfil the **Macebearer duty at Full Council meetings** and more recently the **proclamation of King Charles II.**





Important Visits

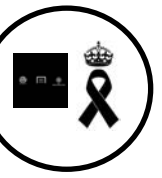
Eric Asomugha
Royal College of Music & Shaftesbury

Eric had a pleasant interaction with the then HRH Charles, now King Charles the III during the implementation of a Lockdown Assignment to respond to the Royal Visit.



Eric also met Kier Starmer, Labour Party Leader during a visit to Shaftesbury





Building Security Accreditation - Islington Square

Thanks to the great work and commitment of **Ataul Ahmad, Islington Square Security Manager**, I am pleased to announce that Islington Square has received the **Building Security Accreditation (BSA)**.

This award recognises the efforts of Ataul and all the ISQ estate security team, provided by CIS Security, and I'm sure this will be the first of many achievements to follow.



We asked Ataul a few questions about the BSA:

What is the BSA Accreditation?

'The accreditation seeks to recognise and reward the time, money, and energy spent by organisations in creating and maintaining security.

Developed in 2014 by the City of London Crime Prevention Association (CoLCPA) in conjunction with the City of London Police and the City of London Corporation, it is intended as a benchmark – tangible proof – of the commitment of property owners to the protection of their premises, their personnel and the public at large.

Building Security Accreditation establishes standards in areas such as security training and management, perimeter security and access control, all of which must be met and maintained as a condition of continuing certification'.

What was reviewed?

'All security aspects were reviewed including processes, procedures, training records, evacuation plans, partnership working with the Police and the council and other questions relating to national terrorism strategy CONTEST'.

What was recognised?

'Particular recognition was given to Islington Square's Safeguarding measures and prevention initiatives including theft, assault, burglary, robbery and anti-Social behaviour.

Recognition was given to partnership working and training of basic laws and legislation for security staff. This was evidenced by the training we do with the Police on-site and have demonstrated this through some real work and initiatives.

We pride ourselves on working in partnership with the police and have demonstrated this time after time over the past years, through innovative collaboration and relationship building with the Metropolitan Police.

This is also evident from our CCTV signage, where we are the only Estate to use the Metropolitan Police logo under the banner of partnership working'.

What does the BSA mean for Islington Square?

'I am very proud to accept the Building Security Award and following the hard work the security team have put in, it means we are officially recognised and accredited for a having a safe and secure Estate.

This is an on-going process to maintain our standard. The benchmark has been set'.



BUILDING SECURITY ACCREDITATION





Recognition for Team LBC!



morelondon

COTTONS CENTRE

NO.1 LONDON BRIDGE

HAY'S GALLERIA

BRIDGE Merit Awards, LONDON BRIDGE CITY

We would like to say a huge congratulations to **Paul Fitzpatrick, Molly Dixon** and **Barry Roberts**, Security Team members at London Bridge City, who received BRIDGE Merit Awards for going above and beyond their duties.

The awards were presented by Hays Galleria General Manager, Lee-Ann Edwards, at London Bridge City.

Well one team – keep up the great work!

The nominations for each award are documented below:

BRIDGE Merit award – Estate Supervisor Paul Fitzpatrick

“Please could I ask you to forward this to the head of security at More London? It’s just a note to pass on my thanks to Paul Fitzpatrick at More London for his help today with a lady who needed help.

The lady was challenging to deal with and it was very helpful to have Paul there. There’s no doubt that his professional approach helped to defuse the situation and kept the lady calm for as long as possible.

Nominated by Det. Sgt. David Saffery

BRIDGE merit award – Barry Roberts

“I attended Massaoke on Friday and just wanted to say thank you to the security team and one in particular who assisted me with my autistic son.

A little bit of kindness made such a difference. They are always so kind and helpful and made a big difference to our evening. Thanks again.”

Nominated by Rhonda Craig – Event Attendee

BRIDGE merit award – Molly Dixon

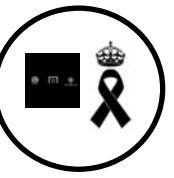
“We wanted to leave a very big thank you to Molly Dixon who yesterday saved our daughters leg on the tower bridge board walk.

She was amazing and very diligent, went above and beyond to get our daughter Helens leg unstuck between two bars. Thank you again and shout out for all the teams action.”

Nominated by Michel and Deborah Sasson (Parents)



Image: Barry Roberts and Molly Dixon with their awards.



LONDON BRIDGE CITY

morelondon

COTTONS CENTRE

NO.1 LONDON BRIDGE

HAY'S GALLERIA

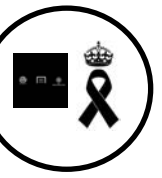
BRIDGE Merit Awards, LONDON BRIDGE CITY



- **Jenny Millar** – along with John Moore they assisted the police in calming a person known to the LBC community as having MH issues. The police officers commended both officers for their assistance, as their calming nature and knowledge of the male in question, certainly stopped harm being caused.
- **Steve Caris** – Steve is the control room manager and has produced excellent briefings and CCTV packages, which has led to the arrest and remand of a number of suspects engaged in theft.
- **Scott Higgins** – he gets everywhere these days
- **Mark McCabe** – commended by occupiers for excellent customer service – went the extra mile during an event
- **Paul Haxel** – commended by an occupier for excellent customer service during a large delivery – even the delivery driver commented that he had never had help at the level provided.
- **Rasheed Jimoh** - commended by occupiers for excellent customer service – went the extra mile during an event



- **John Moore** – letter of thanks from the mother of a young lady that had been the subject of a robbery (not on the estate), he displayed compassion and a caring approach, ensuring the young lady was safe guarded. A second award was provided for the same incident as Jenny Millar (described on the left)
- **Edward Otomiewo** – Commended by an occupier for his professional and cheery approach to the "Power of Hello" and welcoming all to the LBC estate
- **Scott Higgins** – Just got in the picture to make the rest look pretty – but LBC Security Operations Manager
- **Ricky Slynnes** – commendations received from PCUK for their professional and exemplary customer service during the Ride London Event hosted at Hays Galleria
- **Sam Elewa** – commendations received from PCUK for their professional and exemplary customer service during the Ride London Event hosted at Hays Galleria



Savills - HYLO Team



Abdullah Mumin

Abdullah works tirelessly to support the client and the team. Abdullah's work ethic and support has made him the 'go to person' on-site for everyone.

He assists in training the team and has written easy to understand pictorial training guides for many of the systems we use that the team find incredibly helpful.



GOING ABOVE AND BEYOND!

Accenture Newcastle Team

Barnaby Simpson – Security Team Leader
Simon Coldwell
Ewan Roberts



Accenture Newcastle Team were congratulated by the client for their additional efforts that made a large Summer Festival Event run smoothly.

The event wasn't without it's challenges both in organising and on the day. The organisers really appreciated all the effort that the security team went to on the day to make it such a success and safe for everyone!



Storybox Team

Hamas Rana
Dominic Broomfield



Hamas and Dominic are providing excellent services to the client and ensuring that the contract runs smoothly.

Both Hamas and Dominic are working together to provide the client with strong support and exceptional customer service.



Quick Action

Rathbone Square

Richard Rollins

Richard was the Garden Square Officer in the public square, and just as the alarm in the panel went off, he happened to notice smoke.

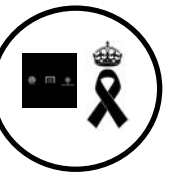
He was immediately tasked to investigate, as at this stage we were unsure of the full picture.

Richard made contact from the smoke filled location and informed the team that they needed to evacuate and call the Fire Brigade immediately.

After the event, it became apparent that once inside, Richard saw what was happening, noticed real chaos through the smoke (there was a wedding party in process) so he started physically evacuating guests, and took control of a portable extinguisher to fight what he believed was the main fire.

Having done this, Richard ensured that the whole restaurant was clear, then linked back up with the outer cordon that we had in place and continued his normal duties within the cordon operation.

The guests and brides family were very thankful and grateful for what Richard did, seemingly with no real concern for his own safety.



5 Star Service

Operation Feather - LBC

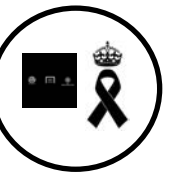
This refers to the Queen Lying in State at Westminster for a five-day period, during which London Bridge City had to contend with **more than a quarter of a million people across the estate over the period in question.**

This meant that all four teams were affected over this period and represented CIS with outstanding customer service.

The team(s) and management interacted with numerous police forces over this period, which included Lancashire, West Yorkshire and Durham all of which have written to LBC management to thank the security provision for their **support and welcome**, while acknowledging the **positive impact** and **professionalism** that the LBC security team displayed.

The team did an excellent job in creating a safe environment for those that had to be disbursed when the queue was closed.





Robbery Response - LBC Dave Cox, Head of Security

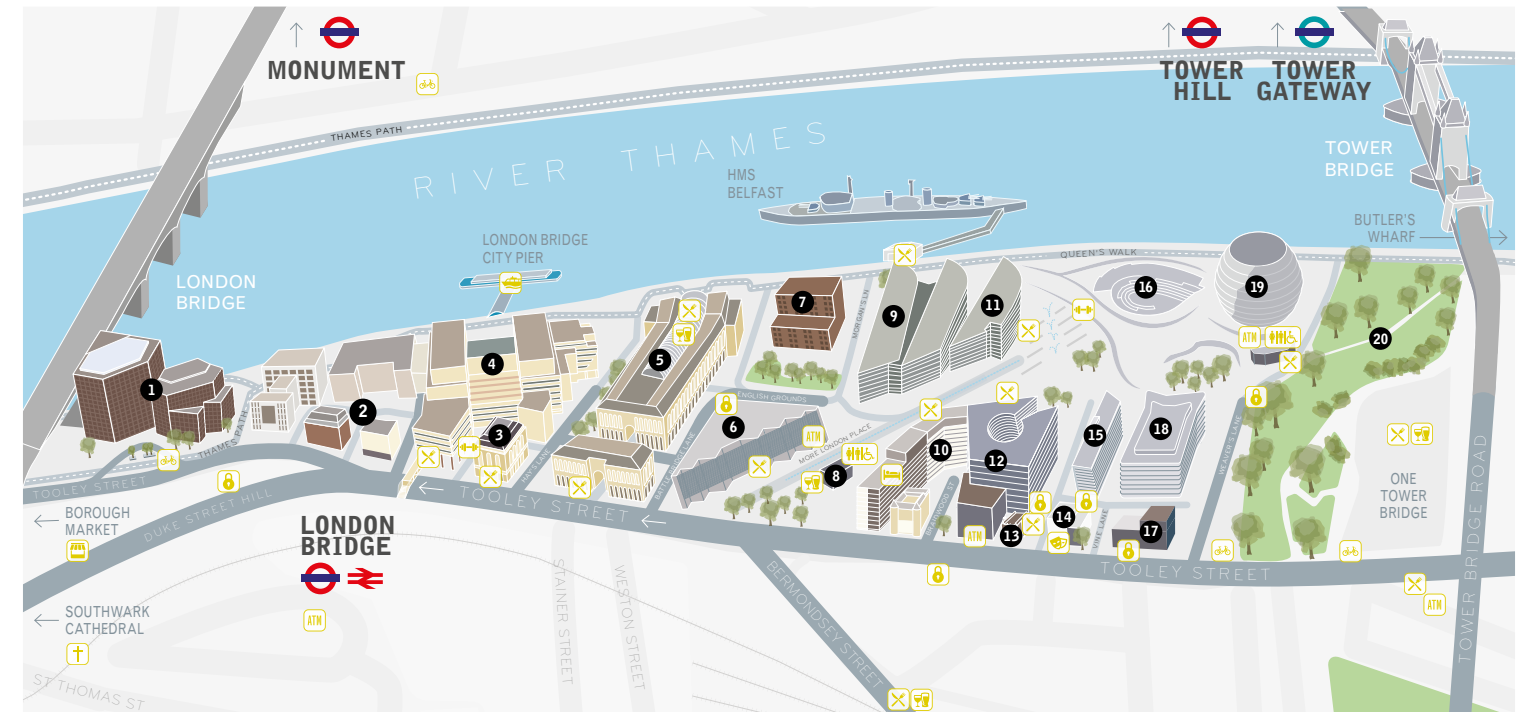
The actions of the team refer to a robbery that occurred off the estate, close to the Tesco on Tooley Street, the following actions transpired.

- The injured party in this case, an off-duty police officer (unconfirmed) who had his £5k watch taken from him at knife point made his way to 5 guys on the estate, where he called the police.
- On arrival of the police the security team became aware of the offence and began their CCTV drills, to try and locate the offenders.
- Daniel Williams (CCTV Controller) managed to locate images of the suspects and began to assist the police with their enquiries.
- Approximately half an hour after the incident – Daniel Williams noticed 2 males enter the estate by the Cottons Lane Gate; he immediately recognised them as the suspects in the robbery.
- The police were called and Kem (DSM) took control of the situation – all staff were advised to stay away from the suspects, as they were believed to be in possession of a knife.
- The control room then monitored the suspects, who were seen to discard a jacket worn during the robbery, close to the Cottons Centre.
- On arrival the police were directed to the suspects, who were duly arrested for the Robbery.
- The discarded clothing was retrieved and seized.
- A CCTV evidence pack has been pulled together.

I have to say that this work is truly outstanding – the judgment calls and actions are sound.

I am extremely proud of the team and the actions taken Great work and an even better result !

LBC Estate Map



LONDON BRIDGE CITY

- 1 No 1 London Bridge
- 2 London Bridge Hospital
- 3 47-49 Tooley Street
- 4 Cottons Centre
- 5 Hay's Galleria

- 6 6 More London Place
- 7 Southwark Crown Court
- 8 More Bar
- 9 1 More London Place
- 10 Hilton London Tower Bridge

- 11 No 2 More London Riverside
- 12 7 More London Riverside
- 13 8 More London
- 14 Unicorn Theatre
- 15 4 More London Riverside

- 16 The Scoop
- 17 10 More London
- 18 3 More London Riverside
- 19 City Hall
- 20 Potters Fields Park

AMENITIES

- CASH POINT
- MARKETS
- BARS
- FERRY
- TOILETS
- THEATRE
- SANTANDER BIKES
- CATHEDRAL
- RESTAURANTS/CAFÉS
- BIKE LOCK AREAS
- HOTEL
- HEALTH CLUB/GYM





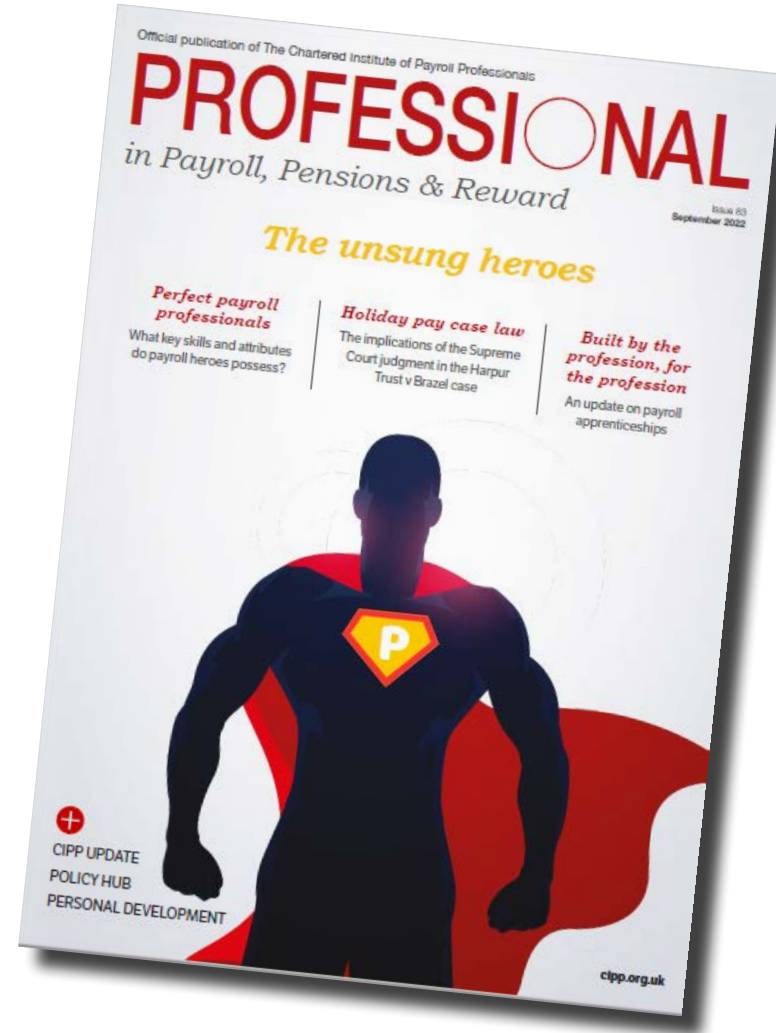
#BePayroll

CIPP's Professional Magazine Evi Garoufi-London

Our very own Evi featured in the CIPP's Professional Magazine (September issue), discussing her career & membership journey!

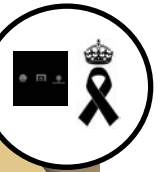
This issue is entitled 'The unsung heroes' and is a true celebration of the amazing work that you - the payroll professionals - carry out to ensure the UK is paid both accurately and on time.

Also, familiarise yourself with the latest payroll apprenticeship updates, read about CDC pension schemes and the Supreme Court verdict in the Harpur Trust v Brazel case. This issue is jam-packed! Click [here](#) to read.



Evi Garoufi-London
Payroll & Staff Benefits Manager
& DPO Manager





congratulations

Long Service Awards

Steven Downs, Technical Development Manager

We would like to say a huge congratulations to our Technical Development Manager, Steven Downs, for achieving his Long Service Award. Steve has now been employed by CIS for 15 years! We asked Steve the following questions:

What roles have you undertaken in your CIS journey?

I was a Security Manager at Lewisham Hospital in 2007 when I transferred across to CIS. I continued to work in this role for a further year before moving to Head Office as an Account Manager.

With a keen interest in IT and Technology, I was offered the opportunity to head up the IT department in 2013 as Technical Development Manager.

What has made you stay with CIS for 15 years?

At my previous security company, I always felt like we were just a number, however from day one at CIS, I felt part of an organisation that encourages and develops their staff by investing in their future.

What have you seen change over the last 15 years within CIS?

The security industry has changed considerably in the last decade and with technology and innovation now having a big part to play in the way service is delivered, I believe CIS has made investments in the right areas to ensure that we are at the forefront to meet our clients' needs.

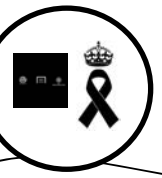
What would you say to someone thinking of joining CIS?

If you are looking to progress in the industry, then do not hesitate to join. CIS is a company that prides itself on employee development and internal promotions.

Steve finished by saying; "Security is one of the hardest industries to work in and often the least rewarding, however working for an employer that takes an interest in you and wants to make your working life as best as possible, makes all the difference. CIS is a family and this is a sentiment shared by many".

Steve, we all wish you many more happy and successful years in the CIS family!





congratulations

congratulations

Long Service Awards

Promotions



Samantha 'Sam' Stewart Promotion

We are pleased to confirm that as of 1st September, Samantha Stewart began her new role as Event & Business Manager at CIS returning to a full-time role. Congratulations to Sam who has made a remarkable impact since returning to CIS as Content Creator. Her commitment and her high-quality output have been exceptional, and I am very confident that Sam will continue to excel in her new role.

Muhammad Tarar Lewisham Hospital

Rostislav Skarcel Knightsbridge

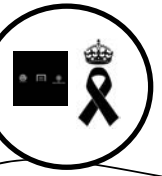


In this new role Sam will report directly to the Sales & Marketing Director with a dotted line to the Managing Director. The focus of the role is to support the Sales & Marketing Director and the Managing Director in developing high end bespoke Business Reporting encompassing Shareholders, Board and Senior Management Reports; and to take responsibility for Event Management on behalf of the business with a professional approach, demonstrating integrity and confidentiality.

The role requires a high level of design and branding expertise as well as a strong aptitude for project management and event management. The role will sit within the Sales & Marketing Team structure and will contribute to the overall sales and marketing strategic plan.

Congratulations on your 15 Years of Service Award Mo!

Congratulations on your 15 Years of Service Award Rostislav!



New Arrivals



congratulations

Congratulations to **Diana** and **Ianis** on the birth of their beautiful son, **Ianis Luca Codau**, born 19/07/22



Congratulations to **Nouman Azman** and his wife on the birth of their beautiful daughter, **Fatima**, born 01/09/22, 6.9lb



Congratulations **Abdul Arush**, Site Manager at the Courtauld on your adorable baby girl, **Samia**, Born 12/08/22, 6 Lbs 7 oz or 3.07kg



03. MENTAL HEALTH AND WELL-BEING



World Suicide Prevention Day

Saturday 10th September

It is shocking to hear that globally a suicide takes place every 40 seconds.

At CIS, we take the welfare of our staff very seriously and we are committed to doing all we can to de-stigmatise mental health.

We have **over 120 Mental Health First Aiders** across the organisation and our commitment to the well-being of staff means that we have the right structure in place to deliver in-house, **face-to-face, mental health support.**

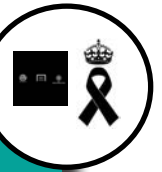
CIS are founding members of the Consortium for the Prevention of Suicide and we promise to work with other founding members to do all that we can to prevent suicides and prevent the immense trauma by those affected by suicide.

“We can all create hope through action”.



10 SEPTEMBER

WORLD
SUICIDE
PREVENTION DAY



Follow Us on Social Media



Let's Get Connected for Our Latest News & Updates

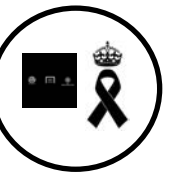
 on Twitter @SecuritySuicide

 [linkedin.com/company/86230960](https://www.linkedin.com/company/86230960)

 on Instagram @SecuritySuicide

www.suicidepreventionconsortium.org

info@suicidepreventionconsortium.org



CIS Citizenship Forum Update

We - Care,
- Listen,
- Engage

CIS Citizenship was designed to promote a culture of engagement and stimulate an open mindset amongst our workforce.

Our Citizenship strategy aligns with our EDI objectives, which underpins our core values.

The strategy pillars we are focusing on:



Our CIS Citizenship Forum was created in June 2022 and currently has **13 members**, these are:

- **Neill Catton** – Managing Director
- **Tracy Plant** – HR Director
- **Alice Stocker** – ER Advisor
- **Olivia Giles** – HR Assistant
- **Matthew Crooks** – Marketing Assistant
- **Jordy Mukudi** – ESG Manager
- **Nauvoo Rossato** – Response Officer
- **Ahmet Sert** – 5* Corporate Response Officer
- **Terence Marsh** – Security Officer
- **Runa Begum** – Supervisor
- **Nana Amoako** – Security Officer
- **Ashlee Butler** – Security Officer
- **Ahmer Rizvi** - Supervisor

Tracy Plant
HR Director



CIS citizenship.

The forum is the forefront of developing an approach that will encourage staff from all areas of the business to act as the voice of fellow employees focusing on **new initiatives** and to **enhance our inclusive culture**, and to play a part in influencing key business decisions.

We have had 2 meetings so far and we have already made great progress in implementing new ideas and initiatives, examples include:

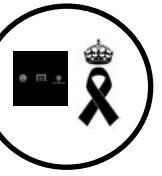
- A **new Response Officer Assessment & Welfare Form** to assist new Response teams when they are inducted onto sites
- A fresh **“Concerns at Work” process** in a flow chart, which is clear and easy to follow for individuals that wish to raise informal concerns
- The introduction of a **Social Media workshop** to assist CIS employees in setting up their LinkedIn accounts and help with the flow of posts and social media engagements
- The development of **CIS ESG Champions**
- Timegate to provide **site and duties information**

Other areas we are currently working on are:

- Awareness training on behaviours in the workplace
- ESG Training Awareness
- Volunteering Policy



We are keen for more CIS Citizens to join the forum. if you are interested in becoming a member, please email your interest to ciscitizenship@cis-security.co.uk



CIS Citizenship Quotes

This is what our members say about why they joined.



Neill Catton -

"I am part of the Citizenship Team to ensure that I can influence change that will support a progressive working environment for our front line and HQ Teams. I believe that we have to have a 360 degree approach and this offers me a formal platform to receive ideas and feedback."

Tracy Plant -

"I am delighted to chair the Citizenship forum and to make it a safe place for the sharing of ideas and for everyone to feel part of the development of new initiatives to improve the working environment for our CIS colleagues."

Runa Begum -

"Tracy has given us a fantastic opportunity to make our voices on the ground heard and improve our working lives. Being a person of colour, a woman, a parent and someone who began as a response officer, I have been given the chance to bring my perspective. I am always asking those on the ground for their opinions of what they believe would make CIS even better! I'm looking forward to seeing the forum develop and grow."

Terry. Marsh -

"I joined the forum to help make our place of work - a better place to work! We spend a lot of time in our place of work and I hope that working with the Company and the other Forum members, I can help to make our work place a happy environment, for all ."

Nana Amoako -

"The main reason that I joined the citizenship forum was to learn more about operational needs and to provide a voice for my site, add suggestions to implement and be an advocate for the company. I am so grateful to be part of this forum."

Nauvoo Rossato -

"I decided to join the CIS Forum because it was an opportunity to use my voice and use my experience to identify what could be improved in the company. I'm proud to be part of this initiative and share ideas from a different perspective. Helping the company to build together as a community allows us to share our experiences and makes it a better place to work."

Ahmet O. Sert -

"I joined the forum to share my ideas on how things can improve in relation to the services that we provide."



We Care, We Listen, We Engage

Fostering a culture of Diversity, Equality, and Inclusion where people with diverse backgrounds can thrive.

ESG Updates

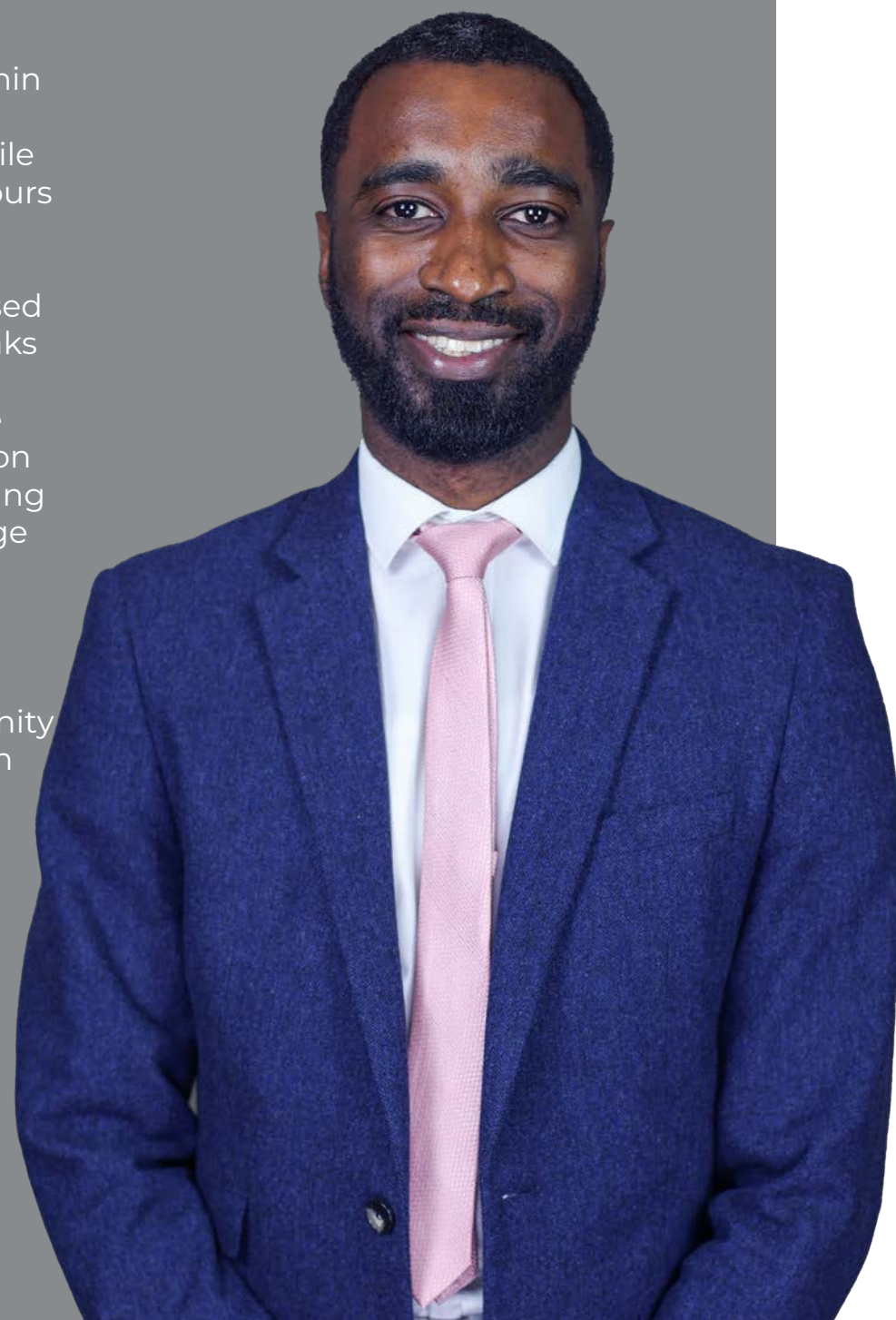
RESPONSIVE BUSINESS CULTURE

CIS has a strong consensus on ESG/ sustainability. ESG is the opportunity for our colleagues to flourish, by creating and instilling an inclusive organisation that takes responsibility, values difference, and seeks different perspectives for the overall benefit of our, staff partners and clients.

We are advocates of encouraging a dynamic culture where all those within the CIS company can expect to be treated with dignity and respect, while taking action where we find behaviours that fall short of this aspiration.

This is the reason why we have focused on various ESG initiatives which breaks down into individual pillars of ESG. For the Environmental initiatives, we have helped reduce our clients carbon emissions through conducting lighting audits and switching off energy usage equipment which is not being used.

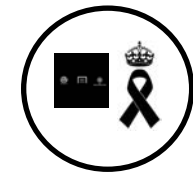
Within the social pillar we have focussed on volunteering, donating, and giving back to the local community through work placements. In relation to the Governance pillar, we have created a ESG awareness training course which is mandatory for all employees to complete as an up-skilling exercise.



PLEDGES AND ASPIRATIONS

In relation to CIS' pledges, we have a strong approach towards increasing the diversity of female representatives within the workforce, offering support through donations, volunteering and work placements to the disadvantage demographics and local community, collaborating on presentations to spread awareness on EDI and increasing the amount of citizen representatives within our citizen forum to cover the whole spectrum of EDI. Below we have highlighted key areas of CIS' participation Towards EDI:

- Pride March
- Trainee work placements - hosting **3 Fire and Security Engineer Apprentices** from Skills for Security
- Hosted presentation for **Jigsaw trust**- charitable initiative aimed towards young children and adults with autism
- **Bookmark Initiative**
- **Weekly food bank donations** to food banks within Lambeth, Lewisham, and Hackney. We also contribute regularly to Lewisham local.
- **DEC – Charity for Ukraine and neighbouring countries** providing food, water, shelter, and medical assistance.
- **Suits to a local charity** Lewisham local (5k worth of uniform)



Jordy Mukudi
ESG Manager



The Worshipful Company of Security Professionals (WCoSP) Service Affiliate Luncheon

Lee Leyland and Gareth Hawkins

On Thursday 23rd of June, Lee Leyland and Gareth Hawkins attended and represented CIS Security at the Service Affiliate luncheon at the Union Jack Club in London.

This this was hosted by WCoSP and after a brief networking opportunity with drinks, lunch was served. After the very nice meal, toasts were made to the Queen and the Affiliates.

A short award ceremony followed for members of the armed forces in the different arms for their outstanding dedication, service and innovations.

It was a lovely surprise that LCpl Jessica Longland was in attendance having won an award that day. Jessica was our allocated CIS team guide on the 13 Bridges Challenge....small world.

This was a very enjoyable and insightful afternoon, we look forward to the next..



West One & CIS Charity Collection Event

On Monday 3rd October and Tuesday 4th October, CIS worked in partnership with British Land at West One to collect vital funds for our chosen Charity Partner, London Air Ambulance (LAA).

London's Air Ambulance Charity delivers an advanced trauma team to London's most seriously injured patients. Unbelievably, London's Air Ambulance is completely reliant on charitable donations to operate its life saving service.

Using a helicopter from 08:00 to sunset, and rapid response cars at night or in adverse weather situations, London's Air Ambulance Charity brings the hospital to the patient when time is critical. They perform innovative and potentially life-saving procedures usually found in the emergency department on-scene.

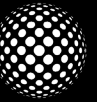
The team, consisting of an advanced Trauma Doctor, Paramedic, and Consultant on most missions, can perform treatments such as open-heart surgery, blood transfusions and general anaesthetic by the roadside.

By providing intervention as quickly as possible after injury, London's Air Ambulance aim to give patients the best chance of survival, and best quality of life, after trauma.

London's Air Ambulance serve the 10 million people that live work and travel within the M25, treating an average of five patients every day.



London's Air Ambulance Charity



The most common incidents they attend include road traffic collisions, stabbings, shootings, falls from height and incidents on the rail network.

London's Air Ambulance is a charity who rely on public donations and fundraising.

Today, London's Air ambulance are up against time to replace their aging helicopters by 2024, they need to raise £15 million to do this. If they do not replace their fleet, they cannot continue to save lives.

Can you help CIS Security and British Land help London's Air Ambulance? Please Click on the link below.

[CIS Security is fundraising for London's Air Ambulance \(justgiving.com\)](https://www.justgiving.com)

LAA Charity Staff, CIS, **off duty operational crew, volunteers and other corporate partners took part in** the first ever Big City Collection on Tuesday 4th October.

The collection is the largest that has been undertaken since 2015 and forms part of the public launch of London's Air Ambulance's **'Up Against Time Appeal'** to replace their current helicopter fleet by Autumn 2024.

Did you know:

11 Minutes – is how long it takes London's Air Ambulance's helicopters to the scene for their medics to give life-saving treatment

£15 Million – must be raised to replace their helicopters by 2024

5 Patients – per day need London's Air Ambulance's help when their life is on the line.



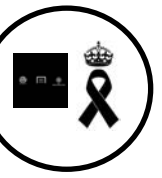
Proud to stand together for PRIDE



CIS united with other Security Organisations to take part in **the biggest security inclusivity initiative**, at the biggest Pride Walk to date.

We are standing together to promote **'Visibility', 'Unity' and 'Equality'**.





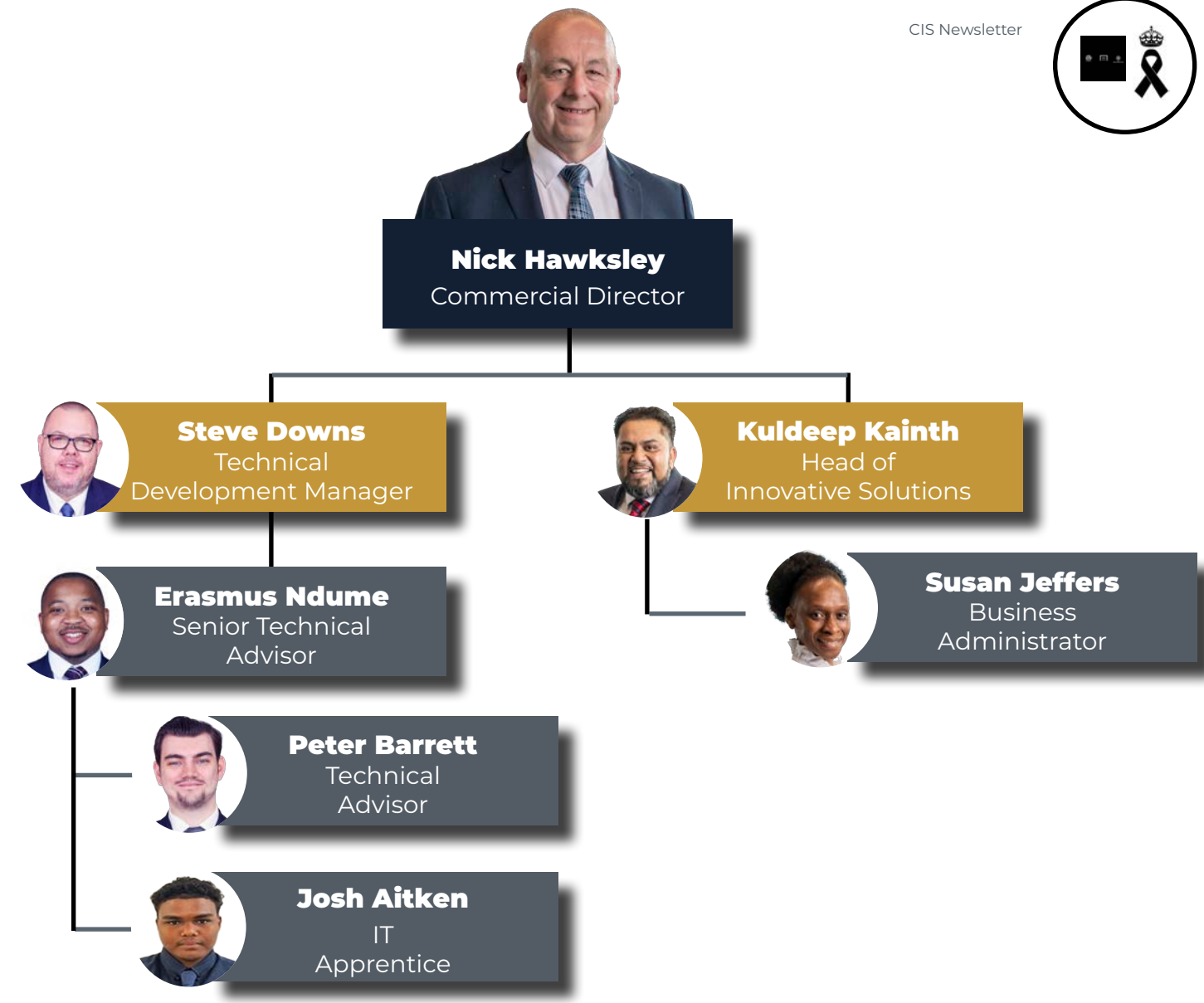
CIS Commercial Team

The Team Behind The Team

CIS Commercial Team is made up of I.T, Car Parking, Innovative Solutions and Procurement departments.

The team play a key role in all areas of CIS operations, Led by the Commercial Director Nick Hawksley.

We would like to introduce to the CIS Commercial Team and give you an insight to what the team do and how they can support your area of the business.



PROCUREMENT - We offer Procurement as a service with a strong technology focus to support our clients. We will source you the most suitable and cost-effective equipment or service to meet your needs.

Just submit your requirements to the Procurement Team and they will manage the product sourcing, provide quotations, and procure any goods and services you need to support the client.

We have an extensive network of approved suppliers that supply specialist knowledge and competitive pricing to support all our procurement needs.

INFORMATION TECHNOLOGY – all your IT related equipment, patrol systems and I.T infrastructure requirements are managed by the I.T team via the I.T help desk.

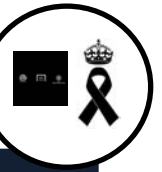
I.T also manage the facilities department within Head Office and are on hand to support any I.T development requirements your site or customer may require.

INNOVATION - CIS Innovative Solutions is the managed services division of CIS Security. All our customers security needs can be provided and managed by one reliable partner.

We provide our customers with physical, technological, and strategic security solutions. We have subject matter experts that can support you with all your security requirements including CCTV, Access Control, Intruder Alarms, Remote Monitoring, Hostile Vehicle Mitigation, Speed lanes and Speed Lanes / Barrier Systems.

CAR PARKING – “Our Team provides custom solutions for all types of Car parks” ANPR Camera Enforcement Systems, PCN Processing, Payment Machines, EV Charging Stations, Traffic Flow Management Solutions, Barriers, Custom Signage, Car Park Line Marking and Resurfacing and ESG Compliant Electronic Permit Systems.

Our aim is to work with our clients to maximise the value of their car park asset in line with their valued stakeholders and priorities. Ensuring that their business and brand identity are always protected. While pro-actively maintaining, monitoring, and recommending innovative solutions throughout the partnership and ensuring those who need to park receive the best parking experience possible.



CIS Commercial Team

Meet the Team

CONTACT US!

If you have any questions, please get in touch!

DEPARTMENT	EMAIL	PHONE NO.
PROCUREMENT	procurement@cis-security.co.uk	020 8690 1903
INFORMATION TECHNOLOGY	technicalsupport@cis-security.co.uk	020 8690 1903
INNOVATIVE SOLUTIONS	solutions@cis-security.co.uk	07825 191 613
CAR PARKING	solutions@cis-security.co.uk	07712 664 380



NICK HAWKSLEY



KULDEEP KAINTH



STEVE DOWNS



SUSAN JEFFERS



ERASMUS NDUME



PETER BARRETT



JOSH AITKEN

Nick Hawksley is the Commercial Director; he has worked for CIS for twenty-eight years. Nick started in the operation team as a Security Officer and has progressed through the company to his current role which he has been doing for the past four years.

Nick leads the Commercial Team, overseeing the effect running of the Innovative Solutions, IT and Procurement departments.

Nick also oversees the efficiency of all commercial contracts across CIS.

Kuldeep Kainth is the Head of Innovative Solutions; he joined CIS September 2016 as the Contracts Manager at Goldsmiths University.

Kuldeep has experience managing teams and projects at high profile sites such as Heathrow Airport, Westfield Shopping Centre, and Goldsmiths University.

Kuldeep heads up the Innovative Solutions division and manages the security systems installation projects, systems maintenance contracts and systems technical solutions.

Steve Downs heads up our IT department. Steve joined CIS as a Security Manager at Lewisham Hospital and progressed his way up into Head Office, leaving Account Management to move into the technical side of the business.

With over 20 years experience in the Security industry, Steve understands the needs of the business.

Steve oversees all IT projects, including the development of the HUB, which has been designed to assist our workforce with their daily tasks.

Susan Jeffers is the Commercial Team Business Administrator.

Susan has worked for CIS for twenty-five years across a number of departments including, Sales and Marketing, Operations, and Innovative Solutions.

Susan oversees the day-to-day operation of the Procurement Helpdesk, along with the administration for the team.

Erasmus Ndume is the Senior Technical Advisor for the IT Department.

Erasmus joined the company in 2015 through the company Apprenticeship program, studying as an Infrastructure Technician.

Since completing his apprenticeship, Erasmus has progressed to a senior position in the department.

Heading up many projects for the company, Erasmus is responsible for all on-site technical needs and installations.

Peter Barrett joined CIS in 2019, again through the company Apprenticeship program and following his successful completion, is now a Technical Advisor in the department.

Peter is responsible for providing technical support to all users in the company. Peter is the departments lead on all technical training and workshops.

Josh Aitken has joined the company as our IT Apprentice.

Alongside his development and training for his apprenticeship, Josh will be supporting Peter on first line technical support.

With a keen interest in Networking and Infrastructure, Josh will give the department greater depth in providing fast support to our users.



Leadership Programme 2023

CIS Security are pleased and excited to announce the launch of the 'Leadership Programme' 2023.

This award-winning programme is an opportunity and platform for you to develop and exhibit your confidence, understanding, skills and knowledge, excel in communication and demonstrate you are capable of dynamically moving forward in your careers.

This exciting programme will run for one year, and during your attendances at a wide range of locations you will participate in many varied aspects in

the classroom, hear from a selection of experienced guest speakers, immerse yourself in your home-based learning and have experiential discussions during mentoring.

You will continue your personal development by participating in external events and this process will culminate in you delivering a presentation at an iconic location somewhere in London!



Right now, what else do I need to know?

Currently this is all about awareness, however if you are already interested, think about this:

- The programme is open and available to everyone in the company, it's not only for security officers and those in a position of leadership
- Because of the commitment that you will put into the programme, we insist that all applicants discuss the programme with their line management

So, what happens next?

- Following this informal and low-key introduction the topic will be discussed in forums and specific briefings.
- A more formal process will commence in October, with formal discussions and workshops.
- If interested, you can complete an application which will be reviewed in November

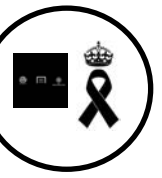
- Following your successful application, you will be invited to participate in the pre-course assessment centre taking place in December
- Day one of the CIS Leadership Programme will take place in early January 2023



Phil Thomas
Dip.CSMP Learning and Development Manager

If you want to be the 'best possible version of you', this programme should be seriously considered.

If you have any questions, queries, or concerns please do not hesitate to contact Phil Thomas phil.thomas@cis-security.co.uk



2-Day Behaviour Detection Course

Simon Riley

Behavioural Detection & Training Specialist



Islington Square hosted our 2-day Behaviour Detection course which was very successful. The next course will be held in October.



Working in Collaboration with Resilience First

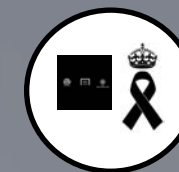


CIS is delighted to have worked in collaboration with Resilience First on the 'Preparation' Chapter of their latest series, **'Operational Resilience Guide on Learnings from the Pandemic'**.

Please download a copy by clicking on the link below!

Now available [here](#)

We would like to say a huge thank you to our Head of Intelligence and Operational Support, Neil Moscrop, for his hard work and dedication in putting this chapter together.



Threats and Threat Matrix

Are you fully aware of the threats that you face within your responsibilities, how you can identify, manage, and mitigate these appropriately?



A statement of an intent to harm, or something that presents an imminent danger or harm.

This may be towards how you operate or physical and reputational aspects of your contract. The threat may target the area/location as a whole or a single point of focus. It is also important to understand what you are protecting; it may go much further than physical building or personnel.

Threats will manifest in a wide and challenging variety, so to approach these you need to ask some questions. These are critical in ensuring that you manage the most serious threats as effectively as possible.

1. Can I manage ALL the threats potentially faced across my area of responsibility?
2. Do I need to identify ALL threats potentially faced across my area of responsibility?
3. How do I identify these threats?
4. What are the MOST serious threats faced?

The answers to some of these may be very simple and obvious, the responses to these threats will be part of your basic security planning and deployment of resources.



Jon Felix BSc(Hons) MDIP MBCI MSyl
Security Risk & Threat Advisor

A simple example would be shoplifting, certain areas will have more of this, therefore the deployment of staff, CCTV, EAS, and signage will be your mitigation and management of this. Other threats are not so simple to identify or deal with.

Q1. Can I manage ALL the threats potentially faced across my area of responsibility?

The answer to this is no, you cannot manage all the threats you will face, all of the time. The areas in which we work especially the dynamic PAL (Publicly Accessible Locations), will change frequently, so will the threats. You do need to at least consider as many identified threats as possible, (management of these is discussed later).

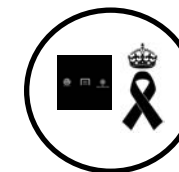
The reason for this is also down to external factors that we have no control over, financial constraints or other issues which we cannot influence. In a world and an industry, in which we are often called upon to justify why we had not considered certain threats as opposed to threats we had considered but have little or no influence too remedy.

The answer to this is to understand the area and location, as professional security practitioners this is paramount to threat mitigation.

Looking at the geography, the design, lighting, fields of view, known hot spots, who uses and how the environment is utilised, events, open spaces, high profile clients, neighbours and locations, ease of movement etc. All of these need to be considered so threats can be identified, and measures put in place to manage them.

As an example, if you have an area or location that is busy for commuters and high footfall, threats from pick pockets, bag snatchers and low-level acquisition crime will be high. This is a fertile environment for this type of crime, hostiles can blend in, have a large number of targets and ease of escape with little chance of detection.

This is a real threat to the locations reputation and a real threat to the people that use it. So how do you mitigate this, there are many avenues to this taken from various disciplines in security.



This includes, Environmental Design, keeping the area as open as possible, strategically placed street furniture, good lighting, good CCTV, dynamic deployment of security both overt and covert, signage, and engagement.

All these correctly applied move the threat from attack by the hostile to threat of detection and capture onto the hostile, tipping the balance to our favour as it were.

Q2. Do I need to identify ALL threats potentially faced across my area of responsibility?

As with question 1. No, it would be extremely difficult to do this. In some environments and certain circumstances, it may be easier as they are extremely controlled, some laboratory or high security areas for example as they have such strict protocols known risks can be managed completely. Outside of these specific environments, threats and recording these in your threat matrix allows them to be managed and updated.

The reason that you do not need to identify all threats is due to the mitigation factors applied to your key areas. If you take access control as an example, you will have security measures in place to allow authorised users access and egress, there will be CCTV, passes, keys, security officers etc.

Therefore, the threats from incursion will be covered by these measures, other access threats such as ASB in this area, would be covered by the identified threat of incursion. The area will be managed by the methods mentioned above and can be dealt with.

This applies across all major areas of concern, unless there is a very specific threat that needs to be addressed this would be listed on the matrix under its own merit.

Urban explorers are a key example to this, some buildings, or locations this will be a specific threat through either previous instances, the type of location that makes it a specific threat and will need very specific mitigation methods in addition to the usual access and egress processes.

The threat matrix will have these covered in wider sense, and then any bespoke needs can be sub divided or given their own threat response. This makes for a manageable approach to the threats faced.

Q3. How do I identify these threats?

This is down to understanding how your site or location operates, the nuances that separate them from baseline behaviours and what stands out as behaviours or patterns that pose a threat. I mention the baseline element as clear understanding of what is normal behaviour is paramount in recognising abnormal actions that may lead to threats being realised. Interception of these is a far better method of dealing with them than incident response.

As an example, where you may have seasonal or large-scale, high-profile events occurring, the threat(s) will change, it may be increased due to the nature of the event, it may be reduced due to the security measures required to run that event.

Either way, it needs to be managed appropriately, and like with all risk and threat awareness the right people in the right positions need to be aware of these changes and what is required.

Threats will change depending on the circumstance and the environment. It is not acceptable to draw up your threat matrix then leave as complete; it will be a process of constant review. Like the Risk assessments, threat matrix is not drawn up and forgotten about as a complete document. It may change in line with events or minute by minute.

Having key intelligence is paramount; as it allows us to utilise the National Decision Model to assess and put in place control measures to accept, reduce, remove, or avoid the threat.

Risk appetite and security culture also need to be considered in the threat matrix, making clients aware of this can sometimes be uncomfortable, however, very necessary for us as security professionals to ensure the client can make an informed decision on the situation we have presented. Clients reasons for their risk appetite may not be made clear to us, however, a good intelligence feed, will invariably assist in the decision-making process.

Not all threats will be apparent from the outset, this refers back to Q1 and 2, methods of criminality change (recognising behaviours tend not to, CIS's BDO training demonstrates this as part of its course content), or legitimate actions that can escalate, e.g., social drinking, night-time economy, or sudden impact events like accidents.

Other aspects such as cyber, immediately we picture darkened rooms and hi tech set ups for hacking, in fact, 35% of cyber-attacks see hostile recon as part of the breach and the attacks often take place in direct site of the intended target.

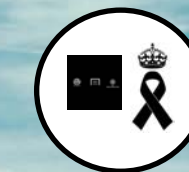
There may be no warning, and this is why understanding threats from an established matrix is important, but also to know that it will be a moveable set of goal posts for us to deal with within the threat landscape.

Q4. What are the MOST serious threats faced?

This incorporates all of the above. The most serious threats, at least the most obvious, threats to life and limb, building fabric, and area safety etc. are easily identified and processes set up to deal with these. Outside of this there may well be specific operational threats that need to be dealt with, each location, building or contract will have these as part of their own unique set up.

These may well form part of a wider marker on your threat matrix. Fire as an example, the process for dealing with threats of fire will cover many areas, the response to dealing with fire will be the same or similar no matter what the trigger may be.

It is important that clear understanding of where you apply security will assist in answering this question, location familiarity, good site knowledge, understanding the wider area, (Grey Space as identified under the Protect Duty) all of these help to identify the threats faced.



Having mentioned Protect, we have to be extremely frank about accountability, the subsequent Manchester Arena enquiry makes this very clear as to accountability in the responses to the incident. You must always consider that you will manage the risk on behalf of the client, you may not own the risk but the recognition of threats and the methods you utilise to mitigate need to be considered. As the subject matter expert and the day-to-day point of contact this accountability lies with you, (and CIS).

You may not be aware or know all the threats, information may not be available or dealing with the unknown often means that we are reacting to a threat, rather than pro-actively responding to, and planning in advance.

Working with partners such as CPNI, MPS, BTP, CoLP and accessing the wider knowledge and experience of those trusted sources within CIS can assist in developing your strategy to Detect, Deter, Delay, and respond to each threat identified.

In summary, you need to ensure that your threat matrix and its content is manageable. That it represents a clear link to any risk assessments that are in place, and that there is an understanding of what these mean when applied to security deployment to deter and minimise these threats across your contracts. In essence we control the controllable, but “we don’t know, what we don’t know” and these will always be our main challenge.

Experience, previous incident responses etc. all come into play in dealing with these threats, and within the parameters we have to operate.

There are many aspects to assist in this from Hostile Information and Action Plans, SOP’s, Risk Assessments etc. these all need to work in unison and be applied to the situation to mitigate threats. If these are held in isolation, then they are simply a document that will gather dust. The information available via CPNI, MET, etc. and the available resources in CIS, (which are considerable to say the least) and must be utilised at the site management level.

Applying the threat matrix, risk etc., under your own judgement, experience and with the assistance mentioned means that informed, reasonable, and justified responses are there to deliver the service we expect from the site teams, and also ensure that your protection under any post incident scrutiny is covered.

To assist in any of these aspects then the Risk and Threat team can help you to apply them.



HOW DO YOU CUT OFFICE NOISE?

Now that office life is returning to normal are staff finding noise in an open plan working environment distracting? If so, follow our tips below to break down the noise and keep staff focused on the tasks at hand.

The size of the problem

A Harvard Business Review case study revealed that as many as 86 minutes per day are lost due to noise distractions alone. Studies have also revealed that managers are often unaware that they have a noise problem. Many offices are embracing an open-plan design and what seems like a busy, thriving, office hum to some, is a distracting to others.

What's more, everyone has different tolerance to noise. This will vary by the tasks being undertaken. It may be more marked after the isolation of working from home during the pandemic.

Sources of office noise

Office noise is best defined as unwanted sound and takes three main forms such as:

- conversational noise such as phone calls, conference calls, gossip, etc.
- machinery noise such as printers, computers, ringing phones
- external noise such as workshops situated next to an office, delivery bays, etc.

Acoustic disturbance can be stressful, harming concentration levels, productivity and decision making. This can be bad news for your business as distractions can easily lead to costly mistakes.

How to recognise issues?

It may be that you have received complaints from staff or you find that their concentration levels are continually broken. A sign that there's a problem is if you have to raise your voice to be heard. The good news is that office noise is rarely harmful to health and its negative effects are classed as a nuisance.

Quick fixes

There are some quick and cheap fixes that you can implement which can have immediate benefits. These include:

- move computers to under the desk to distance the source of noise
- relocate noisy photocopiers to a secluded area
- dedicating quiet areas, such as no phones
- dedicate noisy areas away from desks
- place signs/posters near areas that tend to encourage noise, such as coffee machines, to remind staff that others are still working
- invest in some plants. Greenery absorbs noise as well as improving air quality so it's a win-win
- provide headsets for conference calls.



Longer term solutions

If these do not immediately resolve the issue you could consider applying slightly more costly controls such as:

- install desk screens to absorb and deflect noise
- replace hard floor with carpets/ carpet tiles to muffle echoing sounds
- install acoustic materials on ceilings and walls
- erect "hot offices" that can be used by anyone for conference/zoom calls.

Tip. The use of low level ambient sound can have the effect of cancelling out distracting noise or making it less distinctive and therefore easier to ignore. Music playing quietly in the background can help achieve this balance - but make sure all staff are happy with the selection!

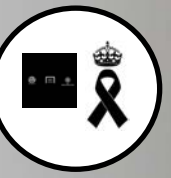
Communicate with your teams

Employees should find what works best for them, for the team, and for the company. By communicating with your staff you may find you all come to a natural solution that keeps everyone happy and your business productive and efficient.

Office noise can be a nuisance, leading to distractions and mistakes being made. Apply controls such as dedicated quiet areas or relocating noisy machinery to reduce the sources of noise that can be an issue for some, if not all, of your staff.

Stuart Bateman
DPO, SHEQ Manager





Close Protection How to be seen, but not noticed

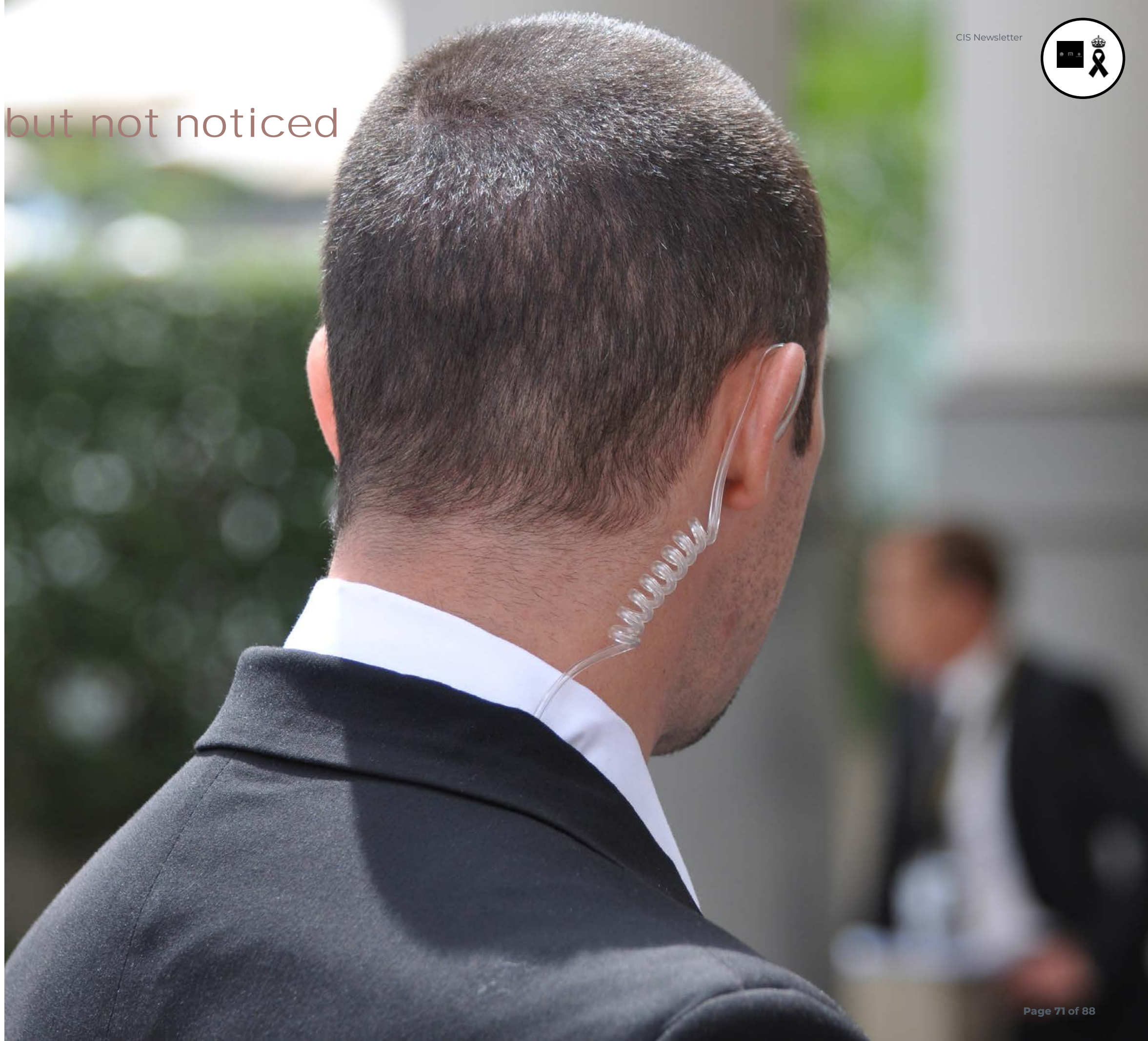
Dave Cox MSyl CiISCM
Richard Galvin

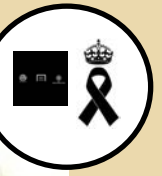


An excellent article on Close Protection, written by our very own **Dave Cox MSyl CiISCM** and **Richard Galvin**. Dave and Richard are both Head of Security for two very prestigious contracts within our portfolio.

We have received great feedback on this article, so we would recommend anyone interested in this subject to click on the link below and give it a read. A big thank you to the City Security magazine for publishing.

<https://citysecuritymagazine.com/security-management/close-protection-how-to-be-seen-but-not-noticed/>





Work Experience

Last month we had the pleasure of Bobby Hooks spending two weeks of his summer holidays to complete some work experience with us.

Bobby is 15 years old and attends the Norwood School. On completion of his work experience, we asked Bobby the following questions:

What did you do as part of your work experience?

For my work experience, I worked in Control, IT, Intelligence, and I got to visit a couple of different sites around London.

What did you learn during your time with CIS?

In my time at CIS, I was shown how to operate in the Control Room and how to resolve any issues patrol officers may have. Additionally, in IT I was shown a presentation which made me think deeper about the online security, not only within the building, but also within my home. We discussed different techniques hackers use to attempt to steal personal information and how to avoid or notice these attempts.

Has this made you want to join the security industry?

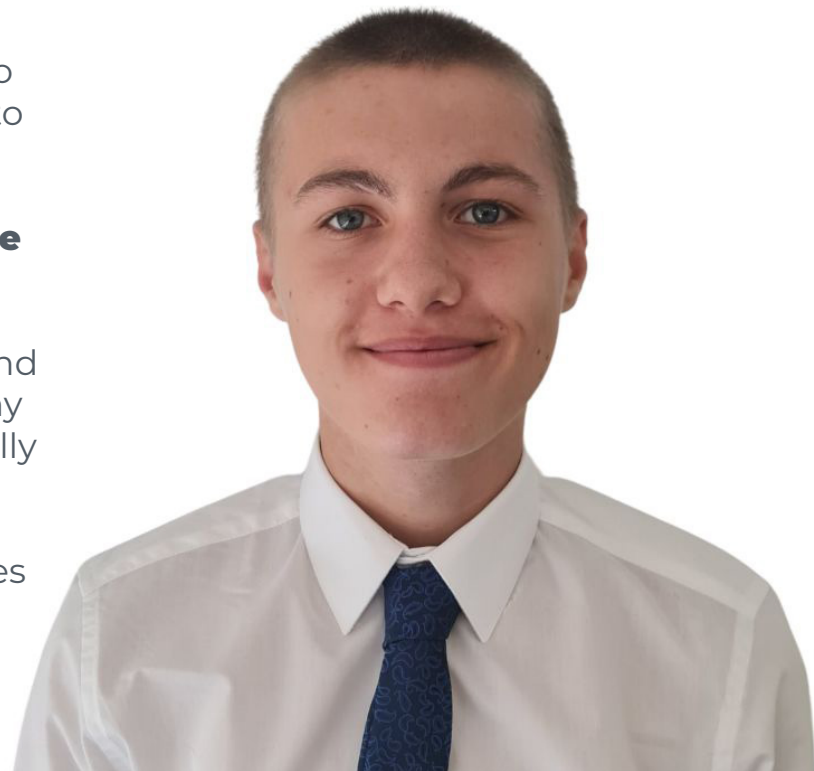
In my time working with CIS, I feel I have learnt a lot of different things and feel they have helped me broaden my knowledge around what security really is. It has showed me the many layers based around security that I was not aware of and how many opportunities it could grant me.

How did you find CIS, the people, the culture, anything about CIS as a company?

I felt very welcomed, and everyone was very nice at CIS, I also found it very interesting how the company was very open to change and was very willing to hear their employees' ideas. Overall, the company felt very welcoming and understanding.

Development and providing experience for young people is a very high priority for CIS.

Bobby we wish you all the very best in your GCSE's and we hope to see you in the Security Industry in years to come!!



Aydan



Maisie

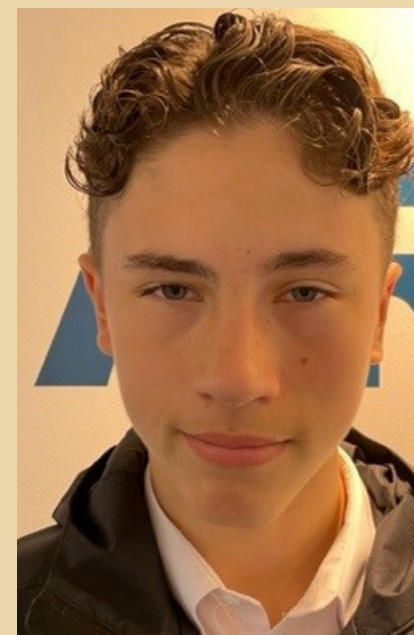


Matthew

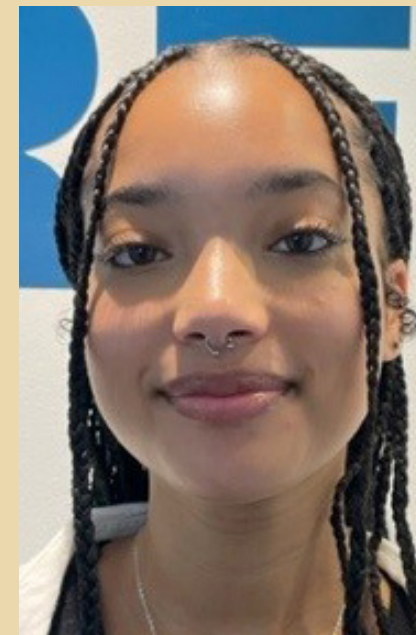
We are pleased to be working in partnership with **Langley School for Boys** and **Langley School for Girls** providing work experience for their year 10 & 13 students.

Working within the HR, Marketing, Intelligence and Operations departments they were given an insight into the security industry whilst supporting their business studies.

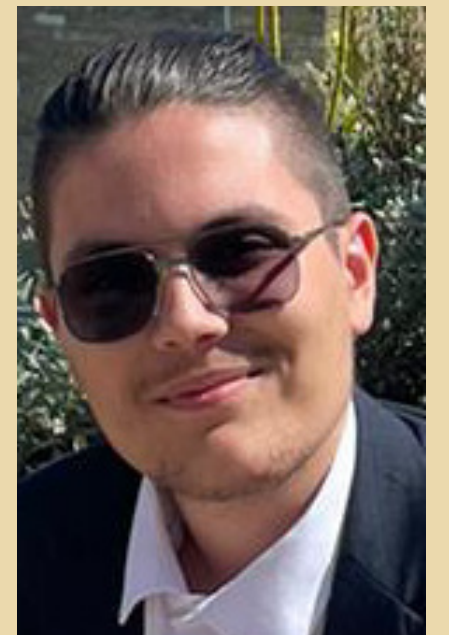
We look forward to offering work experience during 2022/23 academic year.



Max



Zoe



Yosuf

Human Resources

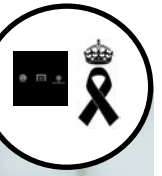


Recruitment

These individuals have started their careers at different sites and sectors within the company since June 2022. We wish them all the best in unlocking a successful future with a career at CIS Security.

With us it won't be a job. It will be a career!

Inductions June 2022 to September 2022



17 June 2022



24 June 2022



01 July 2022



08 July 2022



22 July 2022



29 July 2022



19 August 2022



26 August 2022



02 September 2022



09 September 2022



16 September 2022

Refer a Friend

CIS would like to thank our staff for recommending individuals to join the CIS Family, as a company we have reviewed the recommendation fee and with have increased this to **£250 per referral** after completing their 3-month probation period.



JUN 2022 STATS

90
Job Offers

10
Offers to Females

9
Internal Offers

4
Internal Promotions

JUL 2022 STATS

152
Job Offers

18
Offers to Females

25
Internal Offers

7
Internal Promotions

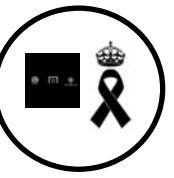
AUG 2022 STATS

161
Job Offers

28
Offers to Females

24
Internal Offers

6
Internal Promotions



RECRUITMENT TEAM

CIS CAREERS

Welcome Shelby Martin to the Talent Resourcing Team.

With Shelby joining we have reviewed all portfolios and who will be managing and supporting the recruitment for each site/portfolio.

RESOURCING TEAM



GEORGINA MARTIN
Talent Resourcing Manager

- Manage the Recruitment Team
- Assisting with recruitment needs
- Recruitment Strategies/Reporting
- Recruitment Workshops
- Assessment Days
- Site Visits



DARCIE ALABASTER
Talent Resourcing Officer

- Assisting with recruitment needs
- Advertising jobs
- Arranging interviews
- Assessment Days
- Job descriptions
- Full recruitment process
- Site visits



SHELBY MARTIN
Talent Resourcing Officer

- Assisting with recruitment needs
- Advertising jobs
- Arranging interviews
- Assessment Days
- Job descriptions
- Full recruitment process
- Site visits



MAFALDA OLIVEIRA
HR Apprentice

- Recruitment Administration
- Internal job adverts
- Job Offers
- Interview confirmations
- Interview Regrets
- Assisting with assessment days
- Employment References

Contact Us On: Recruitment@cis-security.co.uk



05. BLOW YOUR OWN TRUMPET!

£25 for you

THAT'S RIGHT!

We have upped the Blow Your Own Trumpet game (and style!). Working in CIS means being part of a close-knit community. Share your stories and meaningful moments with us - be it a hobby, a talent, a special occasion, anything you're proud of! You'll get a £25-voucher to be spent in any high-street shop. We are all ears!

Blow
your own trumpet



Cycling Champion

Leigh Teen Triumphs at Cycling Championship James Wicks

Our very own Steve Wicks is the proud father of the inaugural cycle champion, James Wicks.

16-year-old James won the title in the inaugural Essex TT bike Championships, a race that saw innovative time trialling and new jersey colours added to the cycling scene.

On Saturday 30 July, Paul Hart of Hart Performance Coaching (HPC) organised the first ever Essex TT Championships on the fast E91/10B course, near Chelmsford.

James was entered for the innovative new competition by his coach Paul Hart – former 50-mile TT record holder – and **managed to scoop the title with a time of 23:24.**

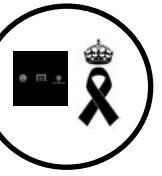
Wicks, regarded as an exciting prospect by coach Hart, said after the race: “I went out a bit easy, but on the way back I gave it everything I had left.”

“I’m really happy to have won the jersey and be the first junior Essex champion.

I guess it will make me a bit of a target and other juniors will want to beat me because of the jersey. So, I’ll just have to try harder.”

It was Hart Performance Coaching who organised this first ever Essex TT Championships on the fast E91/10B course, near Chelmsford, and also brought the addition of the new jerseys.





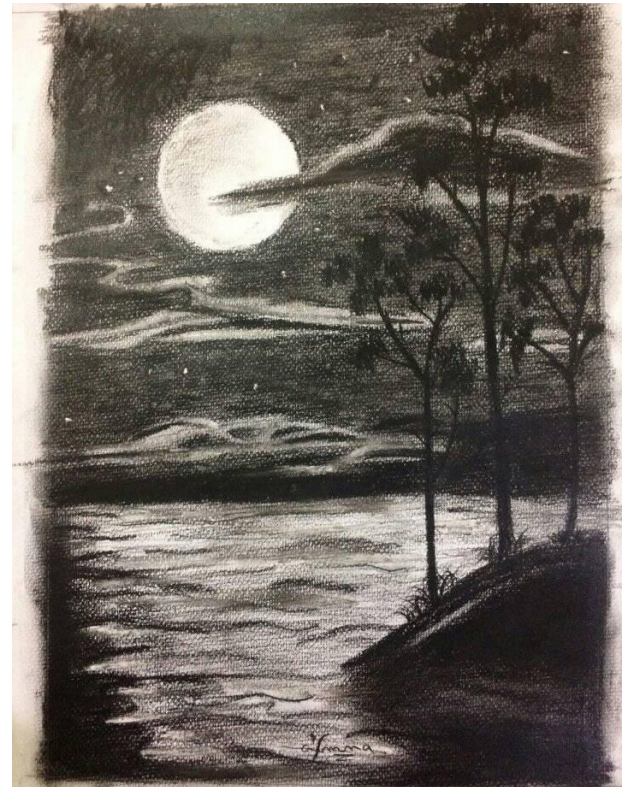
Artist

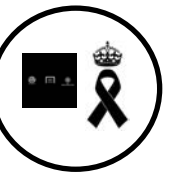
Yamna Mustafa - FOH, LSBU

These amazing prints are the work of 'self-taught' artist, Yamna.

Yamna has a real passion for art and creates these paintings in her spare time.

These are a few of Yamna's paintings. Thanks for sharing Yamna. Keep it up!





Poetry Corner

Black History Story Untold

Shirley Thompson, LB Hackney

Never get heard

BLACK HISTORY UNTOLD



*I talk but I am never heard.
 Why don't you hear me when I speak?
 Should I shout, should I cry?
 I want to be heard, I want to speak.
 How does it work, I speak but never get heard.
 Is it the colour of my skin? The fullness of lips, the coils in my hair.
 Is it the rhythm in my step, the aromas of my food..
 Why don't you hear me when I speak?
 I can't change the colour of my skin, I think that would be a sin.
 I want to be heard, I want to be noticed.
 Why don't you hear me when I speak?*

Poem by Shirley Thompson



Charity Event

Thames 16 Bridge Trek

Phil Thomas

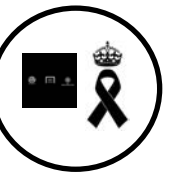
On Saturday 12th September along with friends and family, Phil completed the Thames 16 bridge trek.

Starting at Putney and finishing in Southwark Park, Bermondsey the 27km took them along the Thames and over the 16 iconic bridges in between.

With over 4000 competitors raising money for over 60 separate charities this was a fun, exhilarating and thoroughly enjoyable experience that has raised a huge amount of funds for really important causes.

Well done Phil!!





Over **9,500** LinkedIn Followers



FIND US



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