

CIS NEWSLETTER

OCTOBER 2023



Autumn
Edition



A Few Words From Neill Catton, MD

4 - 5

01.	Welcoming New Team Members to the CIS Family!	6 - 17
02.	Company Awards and Professional Achievements	18 - 23
03.	Wellbeing and Benefits	24 - 31
04.	Company News	32- 85
05.	Front of House	86- 91
06.	Environmental, Social, and Governance (ESG)	92 - 109
07.	Health and Safety	110 - 119
08.	Blow Your Own Trumpet	120- 131

MAKE IT HAPPEN!



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



Looking at the number of social initiatives that have happened in this last quarter, this should really be the 'ESG Edition'!

I am delighted to see our amazing colleagues and leaders are continuing to “make it happen” be it charitable, community work, or raising the opportunity and profile of our youth projects - you are engaging on so many levels, well done!

I would like to welcome our new colleagues to the company, whether you have joined through our in-house recruitment team or TUPE transfer. It is a highlight of my week meeting new team members, whether it be on the Friday inductions or whilst out and about visiting sites. I hope you settle in well and I wish you all many happy and successful years within the CIS family.

I am pleased to see Innovative Solutions demonstrating some of their good work and representing how far we have come in this division – long may this continue!

Our collaboration with the Police stands out throughout this edition and I look forward to updating you further on our plans to set CIS even further apart from our competitors in the coming months.

I speak a lot about equality of position and having no egos within the company, it is clear to see that we are delivering on this pledge of togetherness - thank you to everyone for your fantastic work, loyalty, and passion to be the best!



Neill

01. WELCOMING NEW TEAM MEMBERS TO THE CIS FAMILY



WELCOMING NEW TEAM MEMBERS TO THE CIS FAMILY!

NEW BUSINESS



ASHDOWN PHILLIPS - 120 KINGS ROAD



JLL - 60 BERNERS STREET



MAPP - TREVELYAN SQUARE (LEEDS)



SAVILLS - ST CLARE HOUSE



SAVILLS - VERDE BUILDING



SAVILLS - SUGAR HOUSE ISLAND



CADOGAN ESTATES: 5 JUBILEE PLACE - GEORGE HOUSE COMPLEX - 255A PAVILION ROAD



FINANCIAL TIMES



HIGHBRIDGE ESTATES: 3-7 HERBAL HILL - 20 GARRETT STREET - 20 PROCTER STREET



BAKER MCKENZIE - 280 BISHOPSGATE



ASHDOWN PHILLIPS - TOOTAL BUILDINGS (MANCHESTER)

WELCOMING OUR NEW RECRUITS

MONTH	TOTAL OFFERS	FEMALE OFFERS	INTERNAL OFFERS	INTERNAL PROMOTIONS
JUNE 2023	149	16	26	7
JULY 2023	146	14	47	12
AUGUST 2023	145	16	36	9



GEORGINA MARTIN
TALENT RESOURCING
MANAGER

When you're younger no one dreams of being a recruiter (let's be honest), a lot of the time we fall into it and get trapped in the fast paced, people facing role that we hate to love. Recruitment is the biggest rollercoaster of highs and lows, but having the best team around you is what keeps you on that journey!

£250
For you



RECOMMENDING A FRIEND TO CIS PAYS OFF!

Proud past.
Strong future.

We are recruiting and we want you to be part of it! We offer you the chance to get £250 if you recommend someone and if they pass their 3-month probation.

Doing it is simple! Get them to view our company website and apply on-line for any positions that are suited to them, stating CIS Employee & your name in the recruitment source.

CIS INDUCTION - NEW STARTERS



WELCOME TO THE CIS FAMILY



EY FOUNDATION - SECURE FUTURES

As mentioned above, CIS recently supported the EY Foundation, Secure Futures 2023 programme. This involved recruiting CIS mentors; including John Reynolds, Wayne Nye-Jones and Terence Coates, who undertook extensive training and safeguarding checks, to support 4 young persons through the programme and provide mentoring over the next 6-12 months whilst they are in year 13 of their schooling.

The EY Foundation is an independent UK charity established in 2024 to support young people aged 13-21 years of age who are eligible for free school meals. Their aim is to bring young people and employers, such as CIS together to close the skills gap between UK businesses and untapped talent. To date the EY Foundation have supported 2205 young people.

As part of this programme, Jon Felix and Georgina Martin provided talks and guidance at the employability workshops to the whole group.

Then we took part in the business experience part of the programme, providing work experience to our young people, the sites they worked on were Regent's Place, The Wellcome Trust and Regent's Quarter. At the beginning of the week they were given a project to work on. Their project was:

- ▶ How can CIS attract young people into the security sector?
- ▶ What is your understanding of the private security sector?
- ▶ How does cyber security effect you in your personal life?

The group presented their findings to our management team at the end of their week, and all were outstanding! As all four were interested in Cyber Security, Steve Downs and Nikki Boakye spent a morning with them explaining their roles and this part of the business.



We were extremely proud to be part of this programme and would have no hesitation in offering a Security Apprentice position to them at the end of year 13. We explained that starting as a Security Apprentice to gauge a good understanding of the industry is a good entry level and then look at specialising into cyber etc after.

The graduation ceremony at the EY Foundation building was an eye opener of how confident these young people are, their presentation skills were outstanding and John Reynolds was asked to present one of the awards.

We look forward to supporting this programme in 2024.



CIS ATTEND JOBS FAIR

Local contribution to the community we operate in is crucial and aligns to our strategic approach towards the relative 17 Sustainable Development Goals. CIS is always keen on participating in various career fairs that arise, this gives us the opportunity to collaborate on various initiatives with our customers. We engage with the local community to raise awareness to our industry while looking to attract local talent within the community.

A recent example of our career fair's participation was at the Southwark Council Jobs Fair, where our customer London Bridge City held a collaboration event with CIS and other service partners such as Principle Cleaning Services, Smart Managed Solutions and Stonewest LTD to come together and spread awareness and offer a sense of culture and highlight the different opportunities each organisation has to offer.



Jordy Mukudi, ESG Manager and Shelby Martin, Talent Resourcing Officer.



02. COMPANY AWARDS & PROFESSIONAL ACHIEVEMENTS



CIS ATTENDED THE WOMEN IN SECURITY AWARDS

WiS
Women
in Security
AWARDS



CONGRATULATIONS

GEORGINA MARTIN - TALENT RESOURCING MANAGER - 10 YEARS SERVICE



However, many years down the line working for a security company, visiting sites where our employees work; I have learnt your size and gender does not actually matter when working in this industry. The majority of the security industry falls in line with customer service and Front of House, which I try and get across to individuals who are wary about joining security.

After my apprenticeship and completing my Business Administration Apprentice qualification in 2014, I was kept on as a permanent employee and had the opportunity to explore HR a little wider. My job role was a HR Administrator, so within the first couple of years of being with CIS I had done many roles from onboarding, recruitment, SIA licencing, right to work, and employee relations to note taking. From doing this I then found my passion for recruitment and knew this is what I wanted to do for a career, so I proceeded to do a recruitment qualification.

In July 2013 I stepped through the head office doors of CIS Security to start a HR Apprenticeship. After just leaving sixth form this was my first administration job, with my main responsibility being Onboarding & Vetting, I didn't know what to expect. When I first joined the security industry in 2013, as soon as I heard the word security, I straight away thought of the generic stereotype of well-built men dealing with aggressive situations.

We would like to say a huge congratulations to Georgina, who has received a Long Service Award for 10 Years at CIS.

Starting as a Recruitment Officer in 2016, this is where I truly got to grips with what CIS is looking for in terms of an employee. My creative business mind kicked in and flourished, allowing me to set the recruitment process which the company now follows, whilst working closely with the Operations Team to ensure recruitment was in hand. I was also able to become a mentor for the new Apprentices within the HR team. As the company grew, I was able to recruit and grow the recruitment team, showing that person the ins and outs of recruitment, exactly how I learnt.

In 2019, after a few years, a lot of hard work and determination, I now manage the in-house recruitment process for all sectors of CIS Security along with a highly enthusiastic and strong-minded team. I enjoy working on different projects, working with clients, liaising with recruitment partners, and looking at the best ways to recruit high talent. I find the world of recruitment is often very fast-paced and challenging; however, no two days are the same and you are able to make a huge difference to people's lives.

Many people think recruitment is just interviewing and making job offers, however it is much more than that. It is about finding the right individual for a site, team and vacancy, being creative with words, arranging, attending and hosting assessment days, being present at career events, building connections with individuals at all career levels and finding the right person that will do the job, enjoy the job and want to stay and grow with the company.

The demands of recruitment needs have definitely increased since I first started recruitment; we just have to ensure that we provide the best service and put candidates and clients at the forefront of what we do. Which I pride myself in doing every day.

Some ask me why recruitment is my passion; it is because you really do get to change people's lives. You're giving someone employment that could possibly change their life - in some cases, getting them out of unemployment, a difficult place, an unenjoyable company or starting them off in their career.

I never thought starting an Apprenticeship would lead me to where I am today in my career, throughout my time with CIS I have grown as an individual, from my confidence to my work ethic. I am able to meet so many different levels of people every day who have different walks of life, which I am grateful for. CIS allows me to put my initiatives into place to help the recruitment process become stronger.

I hope that in the years to come, I am able to develop within the company and industry to see what new challenges it has to give me. I think that's something to be proud of, and to play a part in that is incredibly meaningful as no challenge is never too tough, just a different learning curve.

03. WELLBEING AND BENEFITS



PAYROLL & STAFF BENEFITS

Welcome to our Payroll & Staff Benefits Corner news!

Evi, Casey, Aleks, Cheryl & Simeon will be sending out tips and reminders on all things payroll!

PAYROLL UPDATE



EVI GAROUFI
HEAD OF PAYROLL & BENEFITS

CYCLE2WORK WITH CIS



www.cycle2work.info
employer code: CISSC2W



IMPROVE FITNESS



ECO-FRIENDLY



SOCIAL DISTANCE
SAFE ACTIVITY



COST EFFICIENT



Please send any queries to payroll@cis-security.co.uk

the health benefits of cycle2work

REDUCING STRESS

A combination of endorphins, thinking time and a well-fuelled brain means that cyclists are less stressed - so spend less time worrying and more time riding!

ENHANCING YOUR SLEEP QUALITY

Being outdoors really helps your sleep cycle, and those who ride to work have been proven to get better rest!

AVOIDING POLLUTION

It might sound counter intuitive, but people who ride to work have actually been shown to inhale less harmful particles from exhaust fumes than those in cars, buses or taxis.

INCREASING YOUR PRODUCTIVITY

As well as giving you some time away from work to think clearly, cycling means more blood and oxygen circulating, giving your brain a boost and increasing creativity and productivity!

STRENGTHENING YOUR IMMUNE SYSTEM

Getting active makes huge changes to your insides too! Cycling gets your immune system going, meaning you'll feel better and be ill less often.

LIFTING YOUR MOOD

Exercise releases chemicals in the brain called endorphins, giving you a natural high and making you feel happier.

SUPPORTING YOUR HEART & LUNGS

Cycling is great cardiovascular exercise! This means the more you ride, the stronger your heart and lungs will be - lowering the risk of disease.

IMPROVING YOUR FITNESS

Cycling is an effective way of burning calories through exercise - and to keep burning fat throughout the day! It also helps to build your quads, glutes and calf muscles, helping you improve your strength and tone.

DID YOU KNOW?

If you have problems with your joints, cycling could be the answer! It is a great low impact form of exercise.



Sign up at www.cycle2work.info using the employer code CISSC2W.



cycle2work

SAVE MONEY &

SPREAD THE COST

ON A NEW BIKE & ACCESSORIES



Independent Bike Shops

Sign up at www.cycle2work.info using the employer code **CISSC2W**

access EarlyPay

Explore the ever-evolving library of financial guidance, now available within the EarlyPay app!

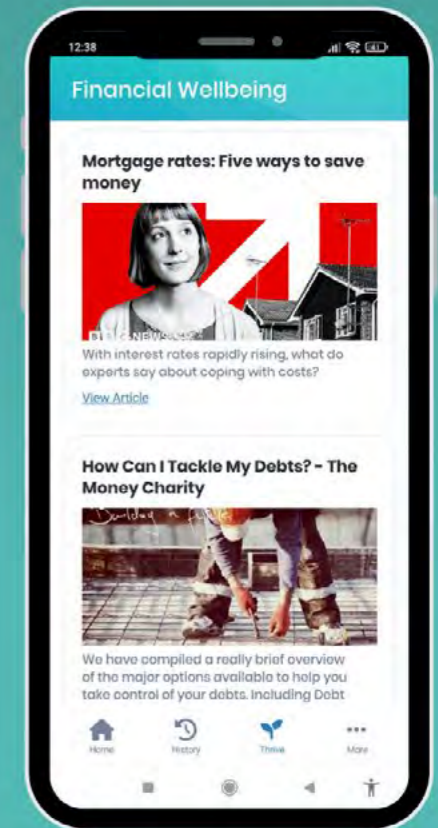


Thrive with EarlyPay

Now available within the EarlyPay app

You can now enhance your financial knowledge through an expanding collection of guidance and approaches for handling money smartly, all accessible within the EarlyPay app.

With valuable examples and guidance; from helpful suggestions about consolidating debt to ways to better manage utility costs, we hope that you will feel more confident to manage the intricacies of your personal finance.



If you need more information on EarlyPay, including invitations, please contact your HR or Payroll Department.

YOUR BENEFITS FROM HSF PERKBOX



DISCOUNTED SHOPPING



DISCOUNTED CINEMA TICKETS



DAYS OUT



DISCOUNTED GYM



EMAIL HSF REP:
RYAN.CROWN@HSF.EU.COM

VISIT HSF WEBSITE:
WWW.HSF.CO.UK/HSF-PERKBOX

04. COMPANY NEWS





POLICE AND SECURITY PARTNERSHIPS

On the back of the recent Hi Vis Day, and having seen the great work the teams have been working on to develop the partnerships we have with the Police and other emergency services. The following is a brief outline as to why this is so important for us to continue to build these partnerships and support the various operations such as Reframe, Servator, and Walk and Talk - especially at the local levels and where it can really.



Police and security partnerships are essential for maintaining public safety and security in today's hypercomplex world. The collaboration between emergency services and private security firms is key to addressing various security challenges. Here are some key reasons that highlight the importance of such collaborations:

Enhanced Resources; Police often have limited resources, including numbers and equipment. Private security can provide additional resources to support police efforts, such as CCTV, intel, less formulated communications across wide areas, and WhatsApp - often more trained personnel and at time quicker responses in crime detection and deterrence.

Crime Prevention; Joint efforts between police and security can deter criminal activity and prevent incidents before they occur. Security personnel can act as a visible deterrent, helping to reduce crime rates in specific areas. The power of hello and engagement operations are key to this.



Rapid Response; Security firms can complement police response times. Our services such as alarm monitoring and response, remote CCTV and site presence can quickly respond to emergencies, or suspicious activities, providing an immediate presence and assistance until police law enforcement arrives.

Specialised Expertise; Private security often have expertise in specific areas, such as corporate security, or event security. We can offer valuable insights and support in these areas which may not be the primary focus of police work.

Intelligence Sharing; Collaborations foster the sharing of intelligence and information between public and private entities. This information exchange can help police better understand emerging threats and trends and effective responses. We are not as hampered by the rules governing the police and intel sharing, and actionable intel can be disseminated much quicker.



Jon Felix - Risk and Threat Advisor



CIS WORKING IN COLLABORATION WITH THE CITY SECURITY COUNCIL

FOLLOW CSC ON

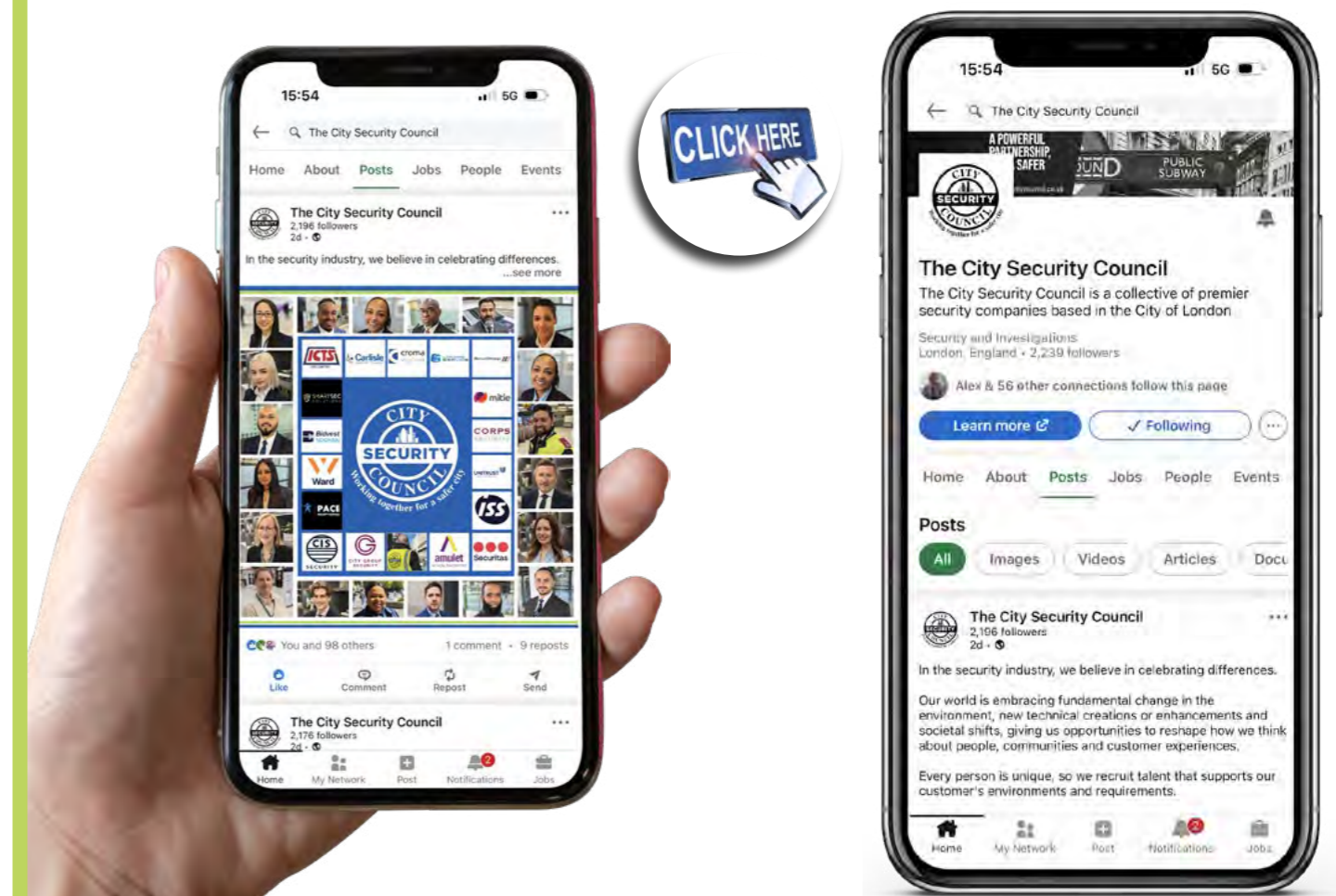


Community Engagement; Police-private security partnerships can promote community engagement and build trust. When both sectors work together to address local safety concerns, it can create a sense of shared responsibility for public safety.

Legal and Regulatory Compliance; Private security firms must adhere to laws and regulations. Collaborating with police and first responders ensures that private security practices align with legal requirements, minimising the risk of legal issues or liabilities.

While police and private security partnerships offer many advantages, it is crucial to strike a balance, effective communication, training, and clearly defined roles and responsibilities are essential for successful collaborations between our two sectors.

Please keep your partnerships strong with local BIDS, response teams, CTSA's, CTPO's Safer Business and patrolling officers, its vital to ensure security is at its highest levels.





HI VIS DAY

14th September 2023



The second Hi Visibility Day of 2023 took place on the 14th September and it was an amazing turnout from everyone!!!

Hi Vis Day is in place for The City Security Council (CSC) security stakeholders to work collaboratively with the City of London Police (CoLP), to provide resources to support a high visibility operation and showcase partnership, provide reassurance, and promote engagement with those who live, work and socialise in the City of London.

Hi Visibility Day demonstrated that the core objectives to improve partnership working with The City Security Council member teams, City of London Police and those operating on the cusp of the City are growing. The intel updates and communication links are getting stronger. This is exactly what was set out to achieve in its concept, the efforts of all involved are showing that this is growing from strength to strength.

Hi Vis Day involved Police and associated partner hubs covering; Cycle and Traffic Safety, Security Advice, well-being, Suicide Awareness and Operation Reframe (Violence Against Women and Girls).

We would like to say a huge THANK YOU to the City of London Police and all the security professionals, who continue to work tirelessly to keep our streets and buildings a safe place to work, rest and enjoy with family and friends.

Hi Vis Day is an important day as it displays an unbreakable partnership at its best – together we can ensure the safety of London.



HI VIS DAY GALLERY



STREET ENGAGEMENT OPERATION

CIS took part in another successful street engagement Operation.

Last month, Head of Security, Neil Gibson and Security Operations Manager, Natalie Anderson, visited 25 sites, engaged with 12 members of the public, 4 welfare checks were carried out and 1 male was arrested for being wanted.

CIS Security will continue to work with all partnership agencies around social care, support, and enforcement action. Great outcomes supporting the community and addressing concerns. City of Westminster CIS Security Limited.



WORKING IN COLLABORATION FOR A SAFER LONDON



PATERNOSTER SQUARE FORUM MEETING

In August, the second Paternoster Square Security Forum meeting took place this year. It was a great pleasure to have the attendance of many Security Professionals, all of whom are passionate about supporting the continuous efforts and innovations for the safety of the City of London.

Head of Security of Paternoster Square Estate, Peter Faram, has been Chairing the forum for over 4 years, he shows great enthusiasm, with the intention to educate and share best practices with forum members and City stakeholders.

In this forum, it was a pleasure to welcome Carl Scott and Karla Loft, the Founders of Project Youth, and PC Claire Geldart, who gave an introduction to the City of London Police's 'Walk and Talk' scheme.

Project Youth is dedicated to empowering young people from the ages of 10-18, it focuses on early intervention and helps to spread awareness of the dangers and effects knife-crime has on people's lives.



No one understands the danger of knife crime more than Carl Scott, he was previously a gang member, his best friend tragically died in his arms, and he has been stabbed several times himself. It was endearing to hear Carl's story and to see how he is using his negative experiences as a way of helping and educating people, in order to save lives. Carl is now campaigning for life saving bleed control kits to be as accessible as defibrillators on our high streets. More people are being killed from knife attacks than at any other time since records began – fatal knife attacks have risen by almost 20% in the last year alone.

Carl is determined to stop people dying from this kind of violence by installing bleed control kits in his community and doing all he can to reverse this worrying trend on Britain's streets. Bleed control kits have already saved the lives of 20 people in Britain and Carl hopes by teaching his community how to use the kits, they can save many more lives to come.

PC Claire Geldart spoke about the City of London Police's 'Walk and Talk' scheme, which gives people the opportunity to come and chat to City of London Police Officers on a Walk and Talk in the Square Mile. It is a great opportunity for women to share experiences and concerns about safety, and is a way of ensuring the City remains a safe, place to work, live and visit.

The Paternoster Square Security Forum is a leading forum within the City of London, it is always a great pleasure to welcome the City of London Police.

We would like to say a huge thank you to our two guest speakers, Carl Scott and PC Claire Geldart who covered two very pertinent topics – it was a pleasure having you and we look forward to collaborating with you further!

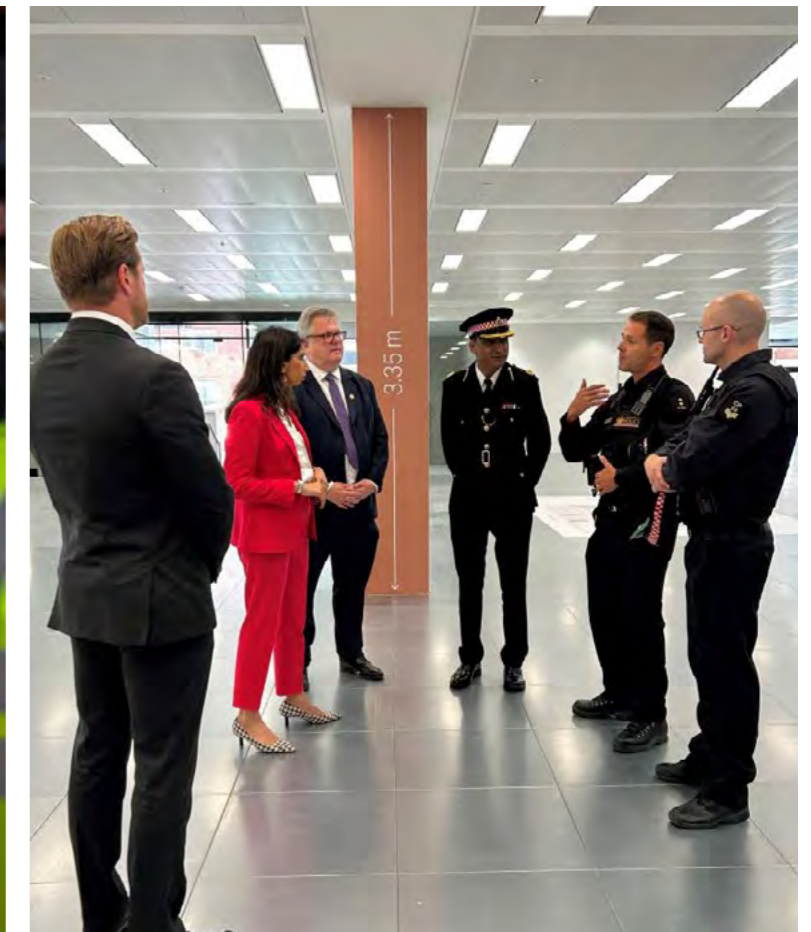


CIS LAUNCH CONTEST 2023

It was a pleasure to be part of the Home Secretary's visit during the launch of **CONTEST 2023**. The United Kingdom's Strategy for Countering Terrorism.

CIS takes great pride in our continuous partnership with Paternoster Square and the City of London Police to ensure that the City and the estate remains safe from hostile activities. Project Servator deployments on the estate are vital for mitigating hostile threats, so it was great for the Home Secretary to watch a deployment by Project Servator at Paternoster Square Estate.

The Behaviour Detection, and Hostile Perspective trained officers are always deployed to counter criminal activities. CIS will continue in our joint effort to provide a safe environment for members of the public, customers, and our occupiers.



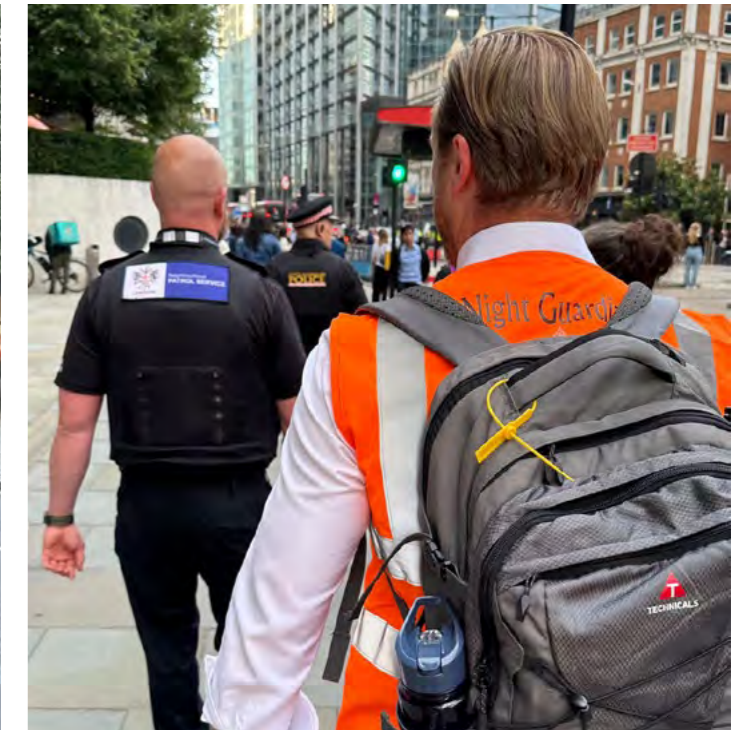
OPERATION REFRAME

Another very constructive deployment on Operation Reframe took place this month, led by Caroline Hay and the City of London Police.

Jonathan Dower, Security Manager and Peter Faram, had the pleasure of working with the licensing teams from the City of London Corporation City of London Police joined by Parkguard Ltd. There was great appreciation from customers when advising them on situational awareness around bag theft, in particular laptop bags.

This was our 4th deployment in our ongoing partnership with the City of London Police. It was also great to connect with the Samaritans and listen to the challenges and hard work on which they conduct daily.

Paternoster Square Estate and CIS will continue to provide help and support for a safer city.



WORKING IN COLLABORATION FOR A SAFER LONDON



ACT AWARENESS TRAINING



Andrew Gough - Security Manager (One Crown Place)



The Metropolitan Police Counter Terrorism team once again delivered an impressive ACT awareness training package at **One Crown Place**.

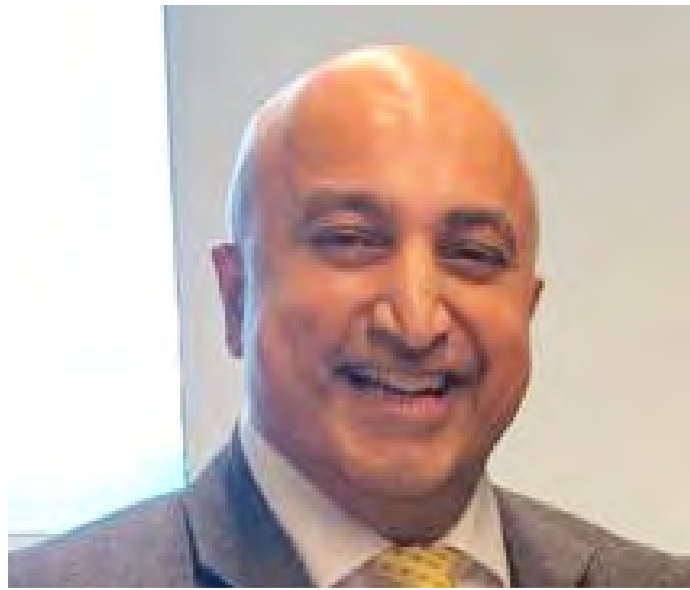
At least one representative from all service providers across the estate took part, plus some extra people from near by CIS sites.

“Thank you to the CBRE estate management team, Robert Davies and Jemma K, for giving me the opportunity to organise this training and bring everyone together. I’m looking forward to hosting the team again.”

Andrew Gough



GIVING BACK TO THE COMMUNITY



Ataul Ahmad
Estate Security Manager - Islington Square

Continuing our collaborative efforts with Islington Borough Council and our steadfast commitment to uplifting the local community, Islington Square is enthusiastic about its active participation in the “Your Choice Programme.”

In a proactive stride, I have effectively orchestrated work experience placements for three students across three distinct retailers situated within Islington Square. This initiative is geared

towards offering these students a chance to immerse themselves in enriching work experiences that contribute to their personal and professional growth. Moreover, I received applications from two local 18-year-olds who were eager to secure employment in the security sector. In alignment with the CIS vision of nurturing emerging talent in the security sector, I conducted interviews with both candidates. I am thrilled to share that Adnan Ali, aged 18, emerged triumphant from his interview and has been offered a fulltime employment for the role of a Security Officer at Islington square.



CIS WORKING IN COLLABORATION WITH THE METROPOLITAN POLICE



Last month, CIS took part in a Police Engagement Event at Regent's Place. We are proud to work in collaboration with Regent's Place and the Metropolitan Police, to raise awareness in our community.

We believe that events like this are vital in building relations with communities and increasing the flow of community intelligence and improving the public's confidence in local policing.

This was a great initiative and we cannot wait to be involved in many more!



COLP PARTNERSHIP



**Chief Inspector
Ray Marskell**

**Inspector
Joe Easterbrook**



THE IMPORTANCE OF GOOD QUALITY INTELLIGENCE IN MAKING THE CITY SAFER

Community safety is heavily reliant on the gathering, analysis, and utilisation of good quality intelligence. In this context, its information that is collected, processed/assessed, and disseminated to support crime prevention and control efforts in the City of London. The benefits to police and security companies like CIS include, but are not limited to:

- **Resource allocation:** limited resources are a common challenge for police and security companies. Intelligence helps in the efficient allocation of people and assets, by focusing efforts on hotspot areas or individuals, maximizing the impact of available resources.
- **Data-driven decision making:** a data-driven decision-making process helps both police and security companies identify crime trends, evaluate the effectiveness of initiatives, and make informed policy changes. Our Partnership and Prevention Hub champion problem solving initiatives in the city, taking a long-term approach to crime prevention.
- **Community Engagement:** in the city we have used intelligence to build a city community profile that we refresh annually. It enables us to engage with communities better, thereby building trust and confidence from the public.



- **Proactivity:** good quality intelligence enables police and security companies to be proactive rather than reactive, i.e., it helps identify emerging trends, hotspots, and threats, allowing for timely interventions. Take a protest for example, the timely sharing of information will inform security posture, building access control, and patrol routes in a bid to mitigate risk.
- **Tailored Strategies:** by understanding the specific nature and drivers of crime and anti-social behaviour in each area, we have developed tailored strategies. For example, we've set up task/finish groups for our residential estates, that encounter parkour, bicycle-related issues, and illegal filming.
- **Incident Response:** in the unfortunate event of a major/critical incident in the city, security companies can provide valuable assistance to police by coordinating efforts, securing premises, and providing support – such an approach has been demonstrated in our High-Visibility Days with the City Security Council (including CIS).



- **Risk Assessment:** intelligence helps assess the risk posed by individuals or groups – in the police we use the National Decision Making Model for informed decision making.
- **Security Planning:** in the case of large events in the city, intelligence plays a critical role for our operational planning and duties/resourcing teams. It helps anticipate potential security threats, understand event vulnerabilities, and then in the deciding upon appropriate risk mitigation measures, thereby ensuring the safety of all involved.

In conclusion, good intelligence is necessary in addressing crime and anti-social behaviour. Police are constantly seeking innovative ways to ensure the safety and security of their communities, and one way is by working in collaboration with the city's security companies. With your expertise, resources, and surveillance capabilities, you can play a vital role in collecting and analysing intelligence, ultimately contributing to safer communities and enhanced policing provisions.

Joe Easterbrook
 Neighbourhood Policing Inspector
 Counter Terrorism Security Coordinator (CT SecCo)
 City of London Police



CIS INTERNAL PROGRESSION

DARREN SPARKS



DARREN SPARKS - ACCOUNT MANAGER

A HUGE CONGRATULATIONS TO DARREN SPARKS ON HIS PROMOTION FROM ASSISTANT CONTRACT MANAGER TO ACCOUNT MANAGER WITHIN CIS SECURITY.



MEMORY LANE



GAVIN GILBERT BSC (HONS) MSYL
Senior Security and Resilience Professional

"I would like to bid adieu to an exceptional individual who has dedicated an impressive span of 12 years to The Crown Estate security team.

It is with profound honour and a tinge of poignant sentiment that I deliver this valedictory address, expressing our deepest appreciation to our Assistant Contract Manager, Darren Sparks, who has successfully been promoted to an Account Manager within CIS Security. Darren's official date of departure is yet to be announced and we are currently undergoing a thorough handover and transition process.

Darren, where do we even commence? You have been an invaluable asset to our organization and an unwavering champion for the safety and well-being of our security team. Throughout your tenure, you have consistently exemplified an extraordinary level of professionalism, expertise and commitment to the realm of security.

From the inception of your journey as a Security Support Officer, right through to the interview process to join me as an Assistant Contract Manager, you approached your role with resolute dedication, embracing the responsibilities with an ardent zeal that ignited inspiration within those around you. Your vigilant presence has undoubtedly contributed to the tranquillity experienced by each and every member of our security family.

On behalf of CIS, JLL and The Crown Estate, I would like to extend our heartfelt gratitude for your exceptional service. We appreciate your unwavering commitment, your unparalleled professionalism, and the immeasurable contributions you have made to the security team.

As you embark upon this new chapter in your life as an Account Manager, we extend our wishes for boundless success, joy, and fulfilment. Remember, you remain a cherished member of The Crown Estate security family, and our doors will always be open to you.

Thank you for your 12 years of remarkable service, your tenure will endure as a luminous testament to your unwavering dedication."

Yours faithfully

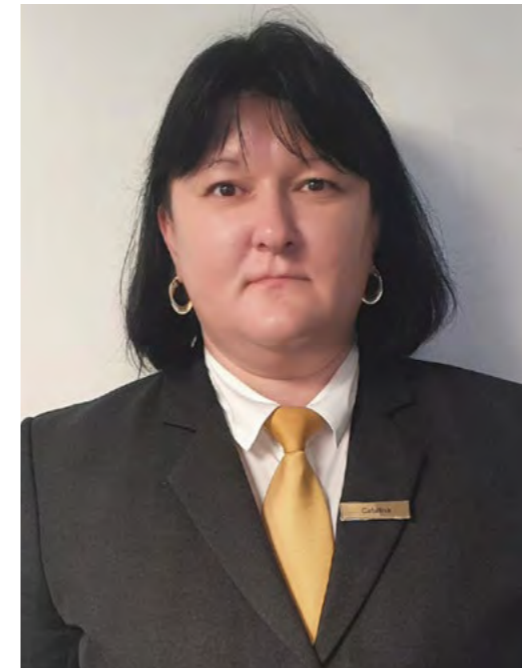
Gavin Gilbert and The Crown Estate Security Team

NATIONAL ACCOUNTS FEMALE LEADS AT WELLCOME TRUST



“A huge well done to our female leads at The Wellcome Trust. They did a fantastic job, the shift went smoothly, and the entire team were united. I didn’t even notice we were an all-female lead till the ladies gave me their feedback during check ins and our end of shift talk.

Needless to say, I was very proud of the team for also supporting them. They are getting to believe that they can do it, they can reach out for support and they can do well in this industry. The whole team demonstrated a united front.”



CATALINA BAICEANU

“I have worked in the Security Industry since 2018. I began my journey as a security officer and because I always wanted to learn new skills and improve myself I was cross trained to cover positions as receptionist, controller and deputy supervisor.

I joined CIS in July 2022 when I started to work as controller and cover deputy supervisor position when necessary.

I was surprised to see how supportive management was, and I want to say a big thank to Runa and Peter for trusting and believing in me. They even encouraged me to step up and lead the shift for a day, i was a bit worried at the beginning but it came out as a good opportunity for me to test my capabilities and learn new skills.

It was a great experience, and I want to say a big thank you to all my colleagues , they were really supportive.

I realised that the team work is really important, that by supporting each other we can provide the best services and in this way the work environment can be really enjoyable and fun.”



COMFORT SONUSI

“I have been working at The Wellcome Trust for nearly 4 years and every day is a new experience that brings a new challenge. I started as a Security Officer but have been incredibly lucky to have worked with the best supervisors and an incredibly supportive team.

I have stepped up before into roles such as Controller, Deputy Supervisor (even when I was still an agency staff) and Supervisor but today I stepped up as Deputy Operations Manager (the most challenging).

The day was about representing CIS management on site but also making sure the teams are looked after, happy and meet our client’s expectations. It started at 08:00 am, saying hello to team members on duty and heading to the 2nd floor to the operations desk, At 09:00 am, we attended the Huddle Meeting with all Service Partners Managers to discuss what their individual teams are doing on the day with the Wellcome Trust facility Team.

I sent and replied to a few emails and every now and then pop down to the Main Control Room to help and catch up with the team. Visited the Logistic team to complete some tasks and they were extremely helpful.

I had a one-on-one with my Manager Runa about the day. It was a revelation and interesting seeing things from management’s viewpoint rather than being on the ground with the team.”

GOOD FEEDBACK THE NORTHCLIFFE

A huge well done to the CIS Northcliffe team on some great feedback from the client and CEO.

We had a MAPP Senior Executive Board full day meeting which we hosted onsite on the ground floor.

Sercan Turet, Sandie (Guest Experience Manager) & Cassie (Mapp client) had to source order items from tea, coffee, water bottles, hot water dispensers, cups saucers etc. plan and organise to have everything ready to make sure they had no issues on the day. The team made sure the meeting room was cleaned and all catering items cleaned too.

On the morning of the meeting the meeting room was organised and set with all the catering items, chilled water, coffee machine, hot water ready for 9am.

The whole day went very smoothly, They met the new CEO and the team was very professional, in full uniform well presented and gave a very good impression.

Our client, Cassie, thanked us all for our great work and contribution in making the day a success.



CEO comments below:

“Dear Cassie

Thank you for your email and for all your time today.

It was such a pleasure to be at The Northcliffe and I was extremely impressed with everything I saw - the building looks fantastic and I can see that you are running a strong team, I was also very pleased to hear about how closely you are working with our client and that Sandie has settled in well and is taking advantage of the training we have on offer.

Please also send my thanks to Sandie and Aaron.

Well done with the mobilisation and I shall look forward to visiting again.”

**Louise Bonham
Chief Executive Officer”**

CIS SPORTS DAY

On Thursday 21st September, CIS staff took part in a Sports Day extravaganza at the Ladywell Arena; a multi-use sports arena in Catford/Lewisham

Our people are at the heart of everything we do, we maintain a culture of 'togetherness' and strive to make our employees feel valued.

This was a great team building event bringing everyone together, boosting employee morale, and cementing great relationships. With all the fun engaging team building activities there were clear demonstrations of great teamwork, dedication and commitment that is crucial to success.

After the sports day event our employees were treated to an amazing BBQ at our head office. The whole day inspired and motivated all involved and captured our 'togetherness'.

TOGETHERNESS



SPORTS DAY GALLERY



OUR INNOVATIVE SOLUTIONS



Kuldeep Kainth
Head of Innovative Solutions
kuldeep.kainth@cis-security.co.uk

- PPM CONTRACT ACHIEVEMENTS
- HILLS PLACE PORTFOLIO
- PROJECTS: SPITALFIELDS MARKET CCTV
GDPR ENHANCEMENT
- NEW INNOVATIONS: PIXAIL'S VAPE
DETECTION
- INDOOR ROBOTICS - TANDO



**CIS
INNOVATIVE SOLUTIONS**



George Harwood
Security Systems Manager
george.harwood@cis-security.co.uk

PPM CONTRACT ACHIEVEMENTS



Bank of China (BoC): We're thrilled with our recent win, The Bank of China contract. We have already completed comprehensive Planned Preventative Maintenance (PPM) and the installation of Dual-Coms across all the BoC portfolio.

We have a site visit to Glasgow to conduct a systems survey and discuss future projects scheduled.

BoC Docklands CCTV Enhancement:

We have completed a CCTV project to supply, install and commission additional installation, and re-location of cameras at Bank of China at the Docklands Branch.

We surveyed and risk assessed the building to identify best locations of cameras. CIS Project managed and oversaw our partners installation.



THAMES WHARF

Following our quick response to an emergency callout and the successful completion of a thorough survey, we've been entrusted with maintaining the CCTV and Access Control systems at Thames Wharf for JLL.

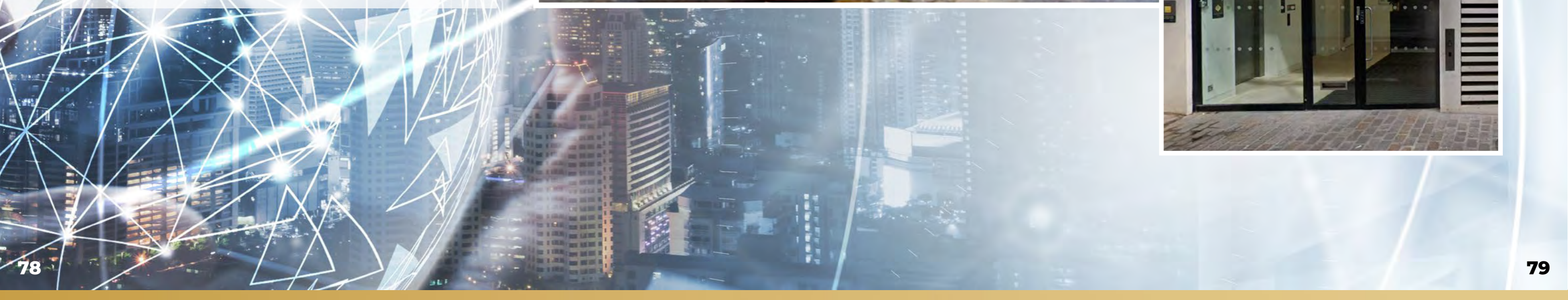
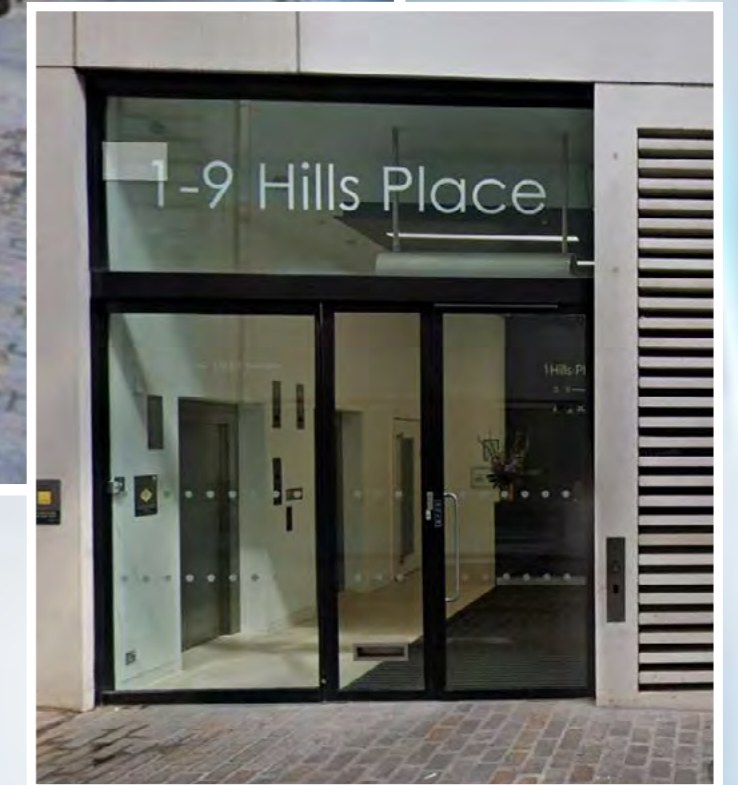
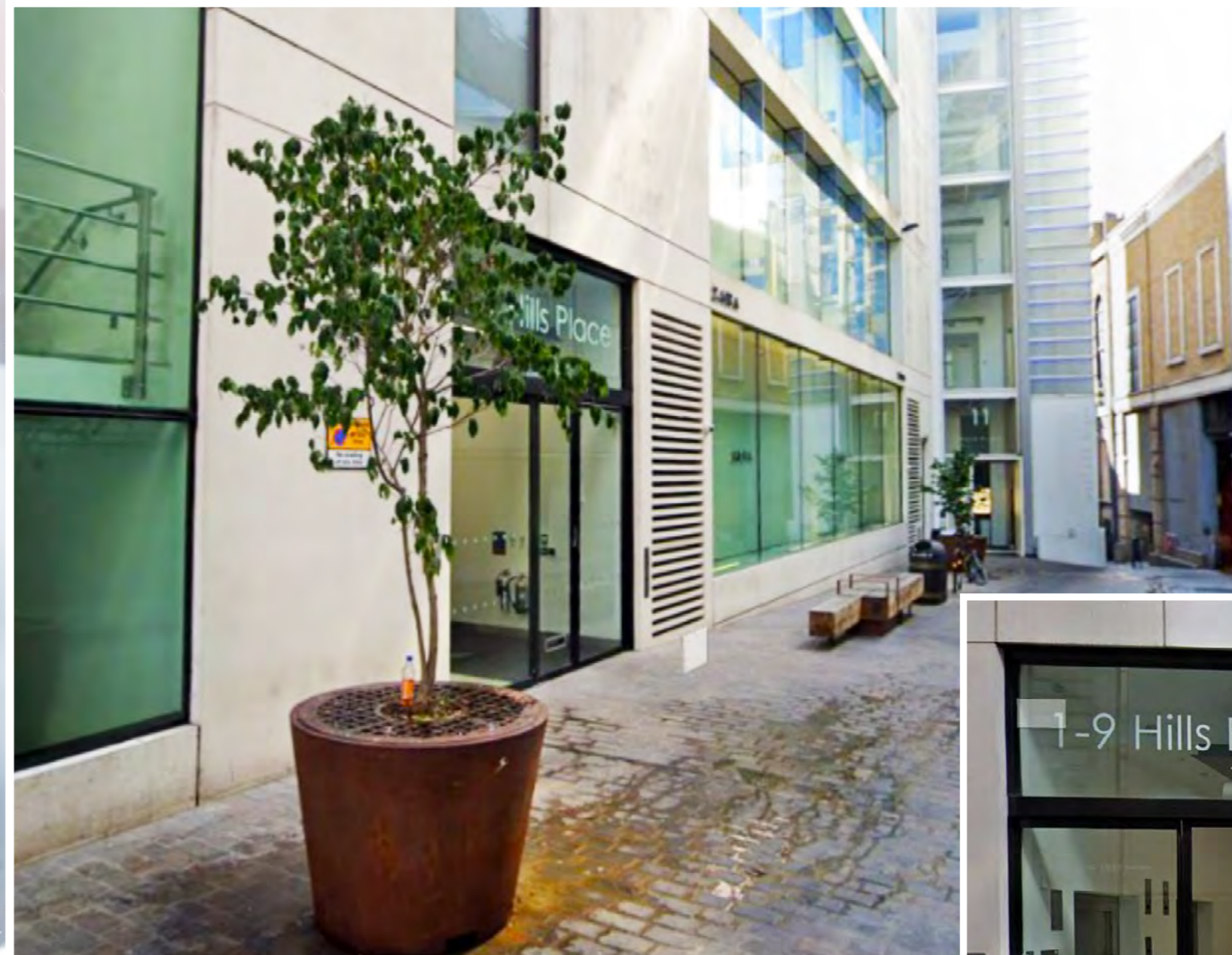
The customer has been impressed with the standard of our work, which in turn has secured another maintenance contract at Thames Wharf.



HILLS PLACE PORTFOLIO

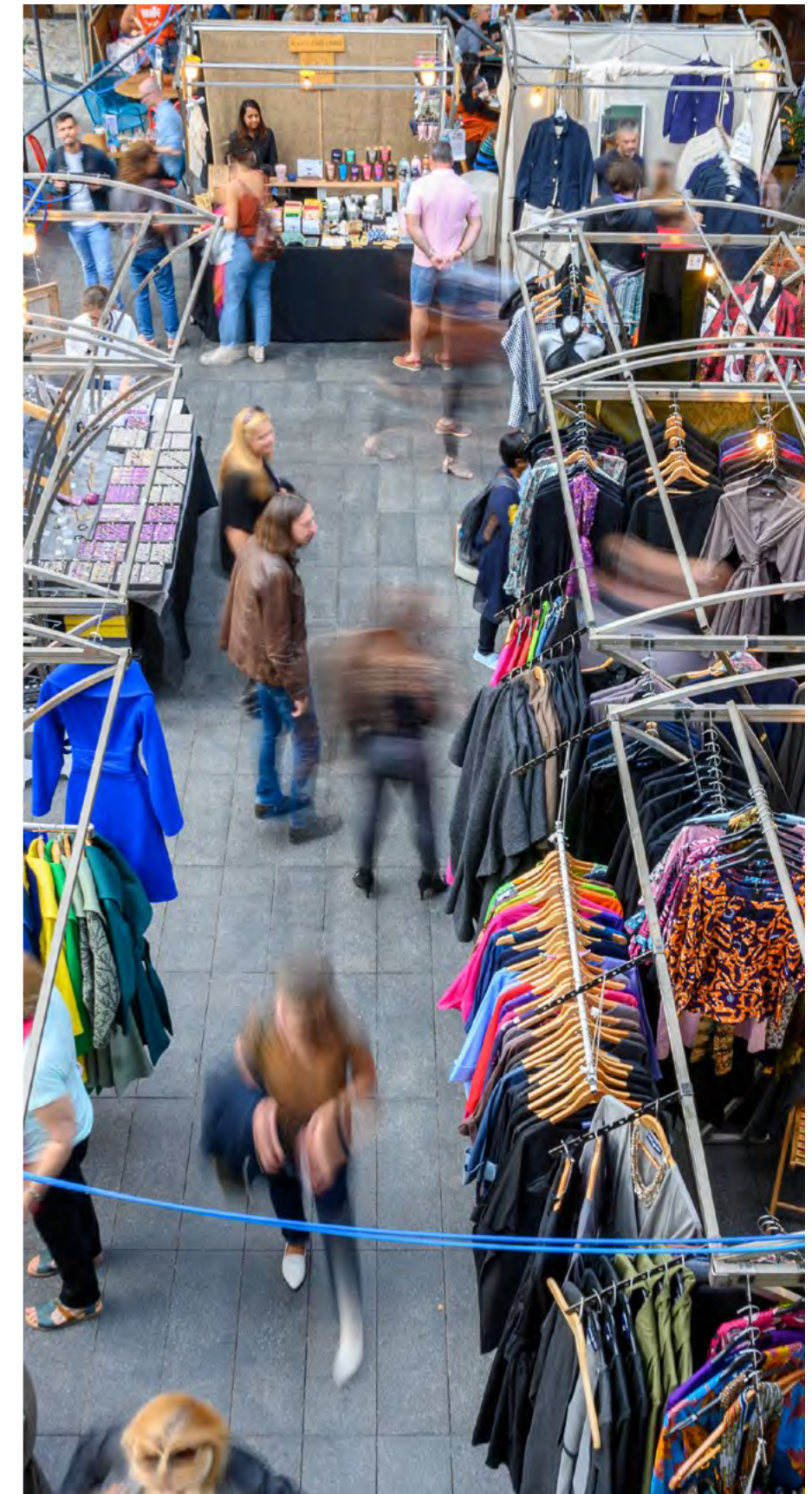
CIS Innovative Solutions completed a detailed systems survey, which led to securing the Hills Place security systems maintenance contract from Savills – previously maintained by Mitie.

We have now have quoted for CCTV and access control projects for the portfolio.



PROJECTS: SPITALFIELDS MARKET CCTV GDPR ENHANCEMENT:

In alignment with evolving GDPR policies, we're engaged in a project to ensure full compliance at Spitalfields Market. This initiative includes camera relocations, replacements, and setting adjustments to ensure all standards are achieved.



NEW INNOVATIONS: PIXAIL'S VAPE DETECTION



Addressing a significant concern with a 400% increase of vaping over the past seven years, we're eager to extend this solution to our clients. This technology holds the potential to be deployed in offices, schools, and various public spaces, ensuring a safer environment for all.



MAINS POWERED	<input checked="" type="checkbox"/>
WIFI CONNECTIVITY	<input checked="" type="checkbox"/>
DETECTS VAPING	<input checked="" type="checkbox"/>
FAST NOTIFICATIONS	<input checked="" type="checkbox"/>
DETECTS LOUD NOISES	<input type="checkbox"/>
BATTERY BACK-UP	<input type="checkbox"/>



MAINS POWERED	<input checked="" type="checkbox"/>
WIFI CONNECTIVITY	<input checked="" type="checkbox"/>
DETECTS VAPING	<input checked="" type="checkbox"/>
FAST NOTIFICATIONS	<input checked="" type="checkbox"/>
DETECTS LOUD NOISES	<input checked="" type="checkbox"/>
BATTERY BACK-UP	<input checked="" type="checkbox"/>



INDOOR ROBOTICS - TANDO

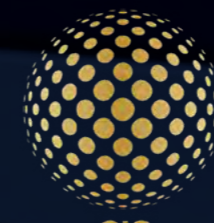
Indoor Robotics is shaping the course of intelligent indoor monitoring and inspection with its fully autonomous drone fleet and AI based solutions.

Leveraging independent AI based navigation and patented unobtrusive ceiling docking Tile™, Tando™ provides real-time coverage with AI based predictive analytics that eliminates false alarms. Its fully automated data collection and analysis ensures consistent quality and fewer safety and security risks.

Our combined solution of robotics paired with AI powered capabilities enable the most cost-effective and efficient solution for intelligent indoor monitoring and inspection. Partnering with global leaders in the security and smart building arenas and led by top experts with decades of experience in robotics and smart building automation, Indoor Robotics are shaping the future of intelligent Indoor monitoring and inspection.



05. FRONT OF HOUSE



CIS
INNOVATIVE SOLUTIONS

CHARITY INITIATIVE AT 1 AMERICA SQUARE

A huge well done to the the team at 1 America Square who helped raise funds for the 'A Life for Leo Foundation'. to help support one of the occupiers whose grandson is critically ill and in need of life saving genetic research.

A Life for Leo was registred as a charity in November 2022. Leo was the first in the UK to be diagnosed with a TBCD (Tubulin Folding Confactor D) gene mutation. Since then more children have been diagnosed , and the charities mission has grown to enableto support the wider TBCD community.

1 AMERICA SQUARE

HELP MY SON

To donate even just £1, scan QR code

FOLLOW @aLifeForLeo

www.aLifeForLeo.com Scan QR code

#TeamLeo #cureTBCD

Leo was born in March 2021 with a life limiting genetic disorder. Leo is the 16th baby in the WORLD to be diagnosed with a TBCD gene mutation. As a result of this deteriorating disease Leo has epileptic seizures and low muscle tone, which means he has difficulty moving and breathing.

Specialists have warned Leo will lose the strength to breathe and cannot say how much time he has...

HOWEVER, I found a Biotech company in the USA that have the technology to make Leo's functioning TBCD gene copy compensate for the dysfunctional copy.

THIS IS LIFE SAVING. Leo will learn to walk, talk and breathe unaided.

The difficulty with ultra rare diseases is there are no grants or private funding available as there are no pharmaceutical profits to be made, so I turn to you to ask for help.

Visit www.aLifeForLeo.com to read more, donate or share Leo's story on your social media...

Please help me save my son

Purchase tickets at the Main reception

Leo's TBCD raffle

£10 per ticket

TBCD - a life for Leo foundation Building Raffle

WINNER TO BE PICKED BY LEO'S MUM AND ANNOUNCED IN NOVEMBER 2023

- 2 Zoo tickets
- Coffee machine
- Apple iPad
- echo
- £75 La fromagerie Voucher
- £100 Amazon gift voucher
- Gillingham signed Football.
- Chelsea signed Football, with an authentic certificate
- Signed Leeds United shirt.

IN PARTNERSHIP WITH CIS, CC COUSINS, GAYBANK, LA FROMAGERIE, IT ASSIST, JAGUAR BUILDING SERVICES, NURTURE GROUP, REGULAR CLEANING, RECORRA & TEMPLE LIFTS



THAMES COURT - MACMILLAN COFFEE MORNING

A huge well done to the team at Thames Court for raising funds for MacMillan.

The team raised £376.60 in total.

Comments from tenants:

“It was great to see the Reception Team organising another MacMillan Coffee Morning. This is a great cause to raise money to support MacMillan Cancer Charity.”

MACMILLAN CANCER SUPPORT



06. ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG)



“CIS’ social pillar in relation to ESG is embedded within our ethos which is why CIS has an employee and company aligned approach. All our employees understand that giving back to the communities we operate within is crucial and can be tackled through volunteering and donating. Which is why we have developed our Volunteering Policy which allows all our employees to volunteer towards 1 of the 17 sustainable development goals”.



JORDY MUKUDI
ESG MANAGER



LAA'S BIG CITY COLLECTION



London's Air Ambulance Charity Big City Collection took place on the 26th September 2023. Our CIS volunteers were collecting across the City of London including hubs set up on various sites.

London's Air Ambulance is a charity that works alongside the NHS. Using a helicopter LAA is there to reach those urgently in need of life-saving care. Their vision is to end preventable deaths in London from life-threatening injury and their mission is to save more lives in London through rapid response and cutting-edge care performing potentially life-saving procedures.



GREAT FEEDBACK FROM LAA



Hi All,

I just wanted to say a massive thank you to all at CIS Security for your fantastic support during the Big City Collection. We had a great time out and about the city raising funds and crucial awareness of London's Air Ambulance Charity, for those that took part, I hope you did too.

We still have a number of collections to hold, and I look forward to supporting you with these. For those that are awaiting materials, I hope to have these with you in the upcoming days or so. I will also be collecting materials during this time.

I will be delighted to update you all on the total amount raised from the Big City Collection and the efforts of CIS Security once we have completed all activities.

In the interim, if you have any questions or comments, please do let me know and I'll be happy to help.

Thank you again for your amazing support.
Regards,

David Springer
Community Fundraising Area Lead
London's Air Ambulance Charity



London's Air Ambulance Charity 6d ...

11,611 followers

Thank you! We really appreciate all of your support 🚁

Like · 5 | Reply



David Springer · 1st 6d ...

Community Fundraising Area Manager ...

Thank you so much for your amazing support with the Big City Collection. You guys rock!!!

Like · 2 | Reply



Heather Carroll (She/Her) · 2nd 6d ...

Volunteer Development Manager at Lon...

You have been absolutely amazing CIS Security Limited - thank you so much for everything you have done for us 🙌

Like · 4 | Reply

LITTER PICKING

On Tuesday 26th September CIS took part in a collaborative litter pick around the community with locally-based cleaning company Regular Cleaning, they are committed to making a difference in the lives of people, clients, and the communities they serve.

Tuesday was a fantastic day of collaboration and perfect community togetherness.

Like Regular Cleaning, CIS believe that by nurturing an inclusive and caring culture, our people are inspired to not only achieve their individual goals but also to deliver outstanding outcomes for clients and the communities in which we live and work.



CIS VOLUNTEER AT LONDON SOUP KITCHEN

Each Wednesday morning, CIS provide two volunteers to help at the American International Church Soup Kitchen in London.

The soup kitchen provides food, clothing, toiletries, legal and mental health help for approximately 200 homeless, vulnerable, elderly and lonely people each day.

CIS volunteer on a regular basis and plan to continue being part of this great initiative for the foreseeable future.

Over the past months, a number of CIS employees have volunteered and helped out in the kitchen preparing food under the careful supervision of Chef Rosa of The Soup Kitchen. They also helped out with serving the patrons, cleaning and washing up and some of the heavy lifting.

The Soup Kitchen is a Resource for the homeless, elderly, lonely and vulnerable in London. Each day, from 10am-12pm, free, fresh food is available to people who are homeless, in dire need, poor or just simply living below the poverty line. The soup kitchen also opens Monday, Tuesday and Friday evenings from 6-7pm.

We are so proud to be part of this initiative and we cant wait to continue volunteering for many Wednesday mornings to come!



THERMAL WATER BOTTLES

To help One Crown Place's commitment to sustainability and ESG, CIS gave the whole security team thermal water bottles.

The average London adult buys more than three plastic water bottles each week, and 7.7 million plastic bottles are bought across the UK each year. Most single use plastic ends up in landfills or the natural environment where it can take hundreds of years to biodegrade.

A huge well done to our ESG Manager, Jordi Mukudi, for arranging these. Every thermal water bottle given out is another step in the right direction.

CIS will continue to work together at One Crown Place to help with sustainability.



Clothing donations distributed to TWC's various charities which include the Salvation Army and a local church that sleeps the homeless.

At CIS, to ensure our governance stays up to date with the fast-moving nature of ESG, we have developed an ESG committee to assist our ESG manager with ESG-directional approaches. The ESG committee meets quarterly to ensure we keep aligned across all of our ESG strategies. The ESG Committee is chaired by our ESG Manager, Jordy Mukudi.

Our team at Lacon London have collected old uniform, such as suits, trousers and many other clothing including footwear which will then be distributed to TWC's various charities, like the Salvation Army and a local church that sleeps the homeless. Garments that are non-usable will sent off to be recycled.



We are happy to support TW Corporatewear (TWC) in this fantastic collaboration.

TW Corporatewear shares over 30 years of experience and expertise, mastering in the measurement and fitting of clothing to achieve the wearer's optimum fit.

ESG Manager, Jordy Mukudi stated;

“CIS customers and employees’ ethos towards social directional approaches in relation to communities, is that we are a part of the community and ensure we go beyond just serving the community. This deep sense of responsibility is embedded within our ethos and our customer social alignment. We believe that everyone has a part to play and collaborating on such initiatives, allowing everyone to be a part of the bigger picture which is to support sustainability”



NATIONAL INCLUSION WEEK

25th September - 1st October 2023

society disability
discrimination **society**
 diversity **Care** opportunities
Inclusion
 team leadership **respect**
 building **support** matter
everyone values
 welfare help
 care
Equal
inclusive
politics
integrate



It is important that we recognise National Inclusion Week and what this actually means.

Inclusion is critical to society and the workplace ensuring that everyone feels valued and respected as an individual.

Fostering an inclusive culture into your company brings greater diversity in the workforce, fair treatment of everyone and greater equality of opportunities as outcomes. It empowers people to share knowledge and experiences which is a key driver for innovation, development and engagement.

Having a multicultural workforce from a variety of backgrounds strengthens productivity, retention of talent and provides a happy and healthy working environment.

At CIS we value all of our colleagues, ensuring that everyone has the opportunity for career progression, regardless of their backgrounds or circumstance. Everyone should be given the opportunity to thrive and reach their potential as individuals.

Our 2023 internal succession programme has led to 77 of our colleagues to achieve promotions to senior positions and an additional 282 colleagues has had the opportunity for horizontal (sideway) progression to other locations/sites to embrace new challenges, environments and learning opportunities.

Through our Citizenship Forum, we welcome all colleagues from various backgrounds and cultures to share knowledge, be creative and to have a voice, which is listened to and acted upon.

Embedding a diverse, inclusive and belonging culture is part of our DNA and we are proud of every one of our Colleagues.

**“We Take
Action
and Make an
Impact”**

07. HEALTH AND SAFETY



WORKING AT HEIGHT

REDUCING THE RISK OF SERIOUS FALLS

Serious injury and deaths from falling from height are still too prevalent in the workplace. You've heard a lot about reducing risk, but what steps should you take to ensure you have the best controls in place to prevent accidents?

STATISTICS STATISTICS

In 2022/23 there were 40 deaths resulting from working at height accidents, making it the primary cause of workplace fatalities. Worryingly there were also 45,200 non fatal injuries resulting from falls. Statistics like these point to the fact that the risk of working at height is not properly controlled.

WHAT NEEDS TO BE DONE?

The Work at Height Regulations 2005 (WHR) require you to undertake a suitable and sufficient risk assessment of the task, suitable planning, which may include a lifting plan, and training and supervision of your staff. Injuries range from minor sprains, through to fractures, life changing events and death. The seriousness will depend upon the distance of the fall, the way in which a person falls and the ground conditions. Other risk factors to consider include unprotected edges, unstable or poorly maintained equipment, weather conditions, etc.

FOLLOWING THE HIERARCHY

Once you have established your initial assessment of the task you will need to follow a hierarchy of controls as stated in the WHR. This means you must avoid working from height, prevent falls if work at height cannot be avoided and minimise the distance and consequence of a possible fall.

AVOID WORKING FROM HEIGHT AVOID WORKING FROM HEIGHT

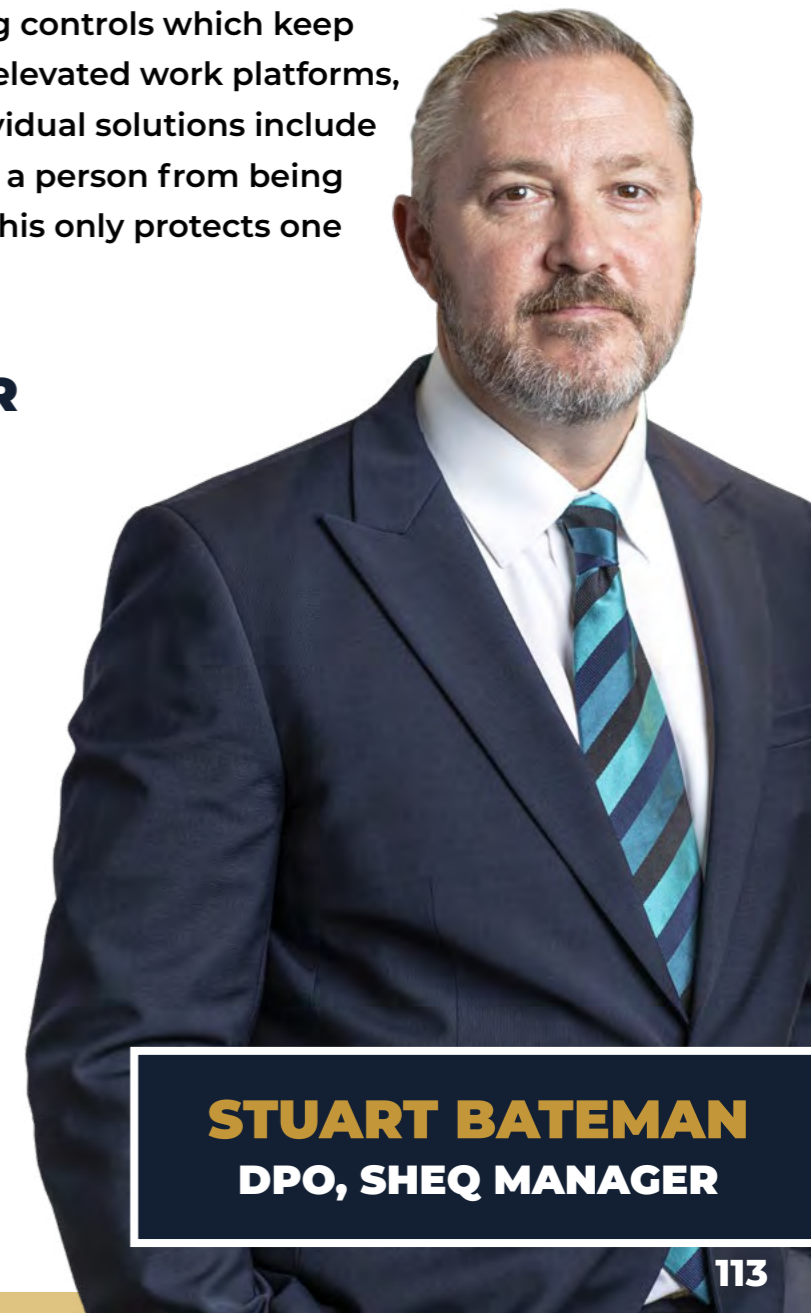
There are many ways you can accomplish this, and modern technology is making it easier to practice. For example, non-destructive testing can be undertaken using remote cameras, roof surveys use of drones, etc. Even relatively simple jobs like window or gutter cleaning can be done from the ground using poles.

PREVENT FALLS

If you have to sanction people working from height you will need to review which measures should be put in place to allow them safe access to the work position and to prevent them falling. Here there is a hierarchy within a hierarchy which states that you should look at collective measures over individual solutions. This means that priority should be given to engineering controls which keep everyone safe, such as scaffolding, mobile elevated work platforms, edge protection around flat roofs, etc. Individual solutions include items such as mansafe lines which prevent a person from being able to reach the edge of a roof. However, this only protects one person at a time.

MINIMISE THE DISTANCE OR CONSEQUENCE.

Finally, when other controls are exhausted, you should consider how to break a fall. On a construction site it may be feasible to erect netting or soft-landing systems. A cost effective way of reducing the consequence would be to establish an exclusion zone around the work so that others will not be affected by a person or object falling. Tip. Don't forget that for any working from height you must prepare a work at height rescue plan (see The next step on the following pages)



STUART BATEMAN
DPO, SHEQ MANAGER



Working from height should be avoided if possible, but if not, you must implement strict controls to protect those working and those that could be affected. Consider collective measures first and finally focus on safeguarding the individual. Always have an emergency plan in place.

© Copyright Indicator - FL Memo Limited. This material is solely and exclusively for the use of paying subscribers. It may only be used in the furtherance of the subscriber's business and may not be sold, hired, copied or used for any other commercial purpose etc. without the prior written consent of Indicator - FL Memo Limited. Every effort has been made to ensure that the information given is accurate and not misleading, but Indicator Limited cannot accept responsibility for any loss or liability perceived to have arisen from the use of any such information. Only Acts of Parliament and Statutory Instruments have the force of law and only the courts can authoritatively interpret the law.

WORK AT HEIGHT RESCUE PLAN

Site address:		Contract reference:			
Date work commencing:		Method statement reference:			
Duration of work:					
Brief description of work:					
Site-specific hazards which may make a rescue more complicated (list):					
Rescue equipment required (list):					
Anchor points for harnesses (list):					
How will rescuers get to the casualty?: (Tick as appropriate)	Rescue ladder <input type="checkbox"/>	Via scaffold <input type="checkbox"/>	Rope access <input type="checkbox"/>	Man basket <input type="checkbox"/> (if crane available)	
Other:					
Methods of communication: (Tick as appropriate)	Radio <input type="checkbox"/>	Whistle <input type="checkbox"/>	Mobile phone <input type="checkbox"/>	Radios <input type="checkbox"/>	
Other:					

© Copyright Indicator - FL Memo Limited. This material is solely and exclusively for the use of paying subscribers. It may only be used in the furtherance of the subscriber's business and may not be sold, hired, copied or used for any other commercial purpose etc. without the prior written consent of Indicator - FL Memo Limited. Every effort has been made to ensure that the information given is accurate and not misleading, but Indicator Limited cannot accept responsibility for any loss or liability perceived to have arisen from the use of any such information. Only Acts of Parliament and Statutory Instruments have the force of law and only the courts can authoritatively interpret the law.

Rescue team:	Emergency contact names and numbers:
1. (rescue leader)	1.
2. (first responder)	2.
3. (ground control)	3.
4. (first aider)	4. Emergency services: 999
5.	
Person completing document:	
Position:	
Time and date completed:	
Reviewed by:	
Position:	
Time and date completed:	

To be completed by site manager prior to works starting.

	Checklist	Yes	No
1.	Have you considered how staff will be made aware when someone has fallen, e.g. close supervision of the work, briefed staff to observe workers at height etc.?		
2.	Have you considered what communication systems will be used between the suspended operative and the rescue team? How will the operative call for help, e.g. by voice (shouting), a whistle, mobile phone, etc.?		
3.	Have you collated emergency information for supervisors and staff, e.g. emergency telephone numbers, correct site address including post code, directions and access arrangements for the emergency services etc.?		
4.	Have you provided rescue equipment on site?		
5.	Are operatives trained in the use of rescue equipment?		
6.	Is training up-to-date and does it deal with the rescue equipment provided?		
7.	Have assessments been made of anchor points for attaching rescue equipment?		
8.	Has consideration been given to attaching rescue equipment to the casualty?		
9.	Have you considered the means of access to the casualty?		
10.	Are you satisfied that your rescue arrangements can ensure the recovery of the casualty in less than five minutes to prevent suspension trauma?		

© Copyright Indicator - FL Memo Limited. This material is solely and exclusively for the use of paying subscribers. It may only be used in the furtherance of the subscriber's business and may not be sold, hired, copied or used for any other commercial purpose etc. without the prior written consent of Indicator - FL Memo Limited. Every effort has been made to ensure that the information given is accurate and not misleading, but Indicator Limited cannot accept responsibility for any loss or liability perceived to have arisen from the use of any such information. Only Acts of Parliament and Statutory Instruments have the force of law and only the courts can authoritatively interpret the law.

11.	Have you considered additional rescue arrangements if the casualty is injured?		
12.	Have you allocated a trained first aid person on site who knows how to deal with this type of casualty, and in particular suspension trauma?		
13.	Have you considered how the emergency services or the hospital will be alerted?		
14.	Have your operatives practiced the removal of a suspended casualty using the equipment that you have provided?		

Person completing document (sign and print):	
Position:	
Time and date completed:	
Reviewed by (sign and print):	
Position:	
Time and date completed:	



LEVEL 3 FIRST RESPONSE EMERGENCY CARE COURSE

Last month, CIS ran our first in-house Level 3 First Response Emergency Care (FREC 3) course, hosted by Company Trainer, **Darcy Fletcher**.

FREC 3 is an enhancement on first aid and is a pre-hospital care course, it is a step towards going above and beyond the traditional first aid.

Darcy stated;

“I would like to say a big congratulations to all candidates who completed the course, you should be very proud of yourselves. I was thrilled to see that all candidates gave a 100% satisfaction rating during their time on the training. I would also like to say a huge thank you to Regents Place for hosting the training and being so accommodating during the five days. I can’t wait for the next course!”

Well done to all involved!








ALL MEMBERS OF STAFF

It is an offence to record any CCTV footage other than in the course of duties as a CCTV Operator for work related occurrences.

This unauthorised recording can include filming on mobile phones, unauthorised downloads for personal use, or distribution to others or posting on social media.

It could be an offence under the Data Protection Act 2018 or the Sexual Offences Act 2003.

If found in breach of the Law you could face,

-  Fines up to £17000
-  Loss of SIA licence
-  Dismissal from employment



CONGRATULATIONS



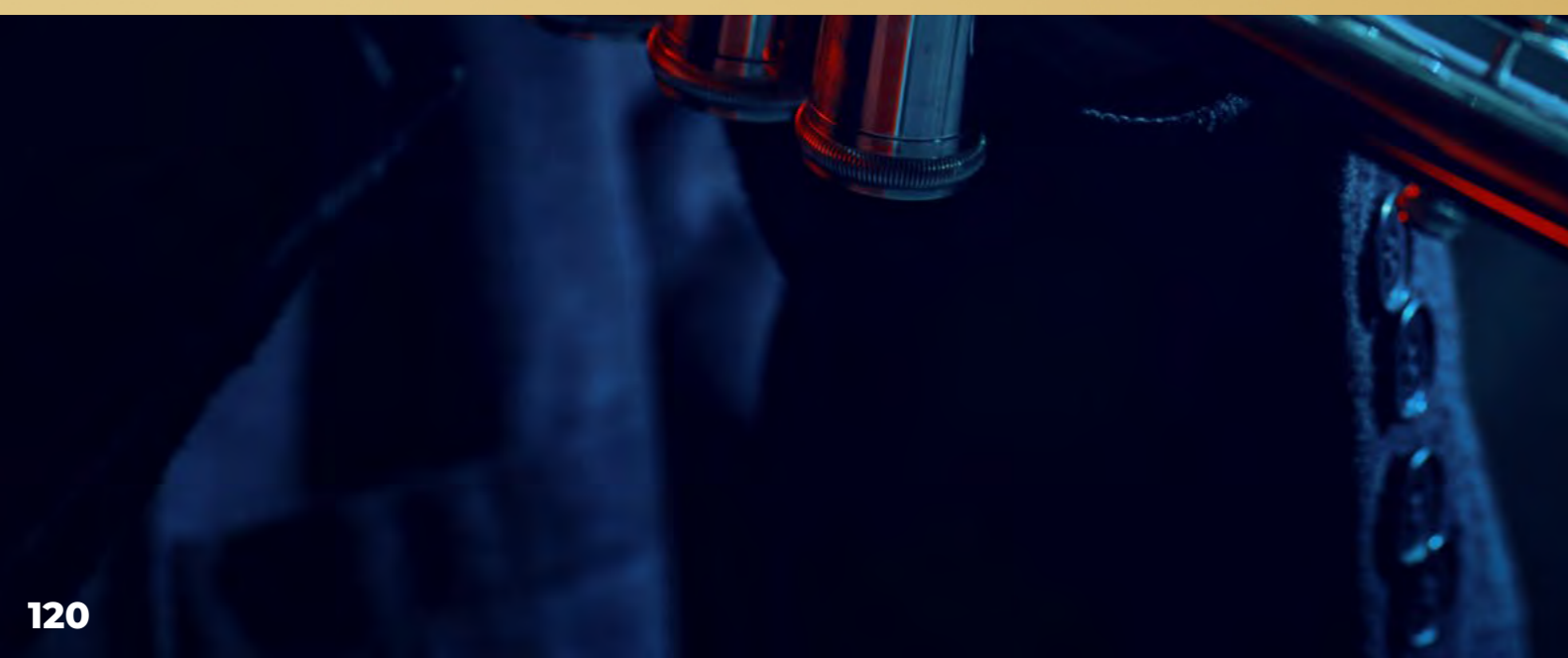
FINLEY GORDON

Join us in congratulating **Alice Tillett** and her partner with the early arrival of **Finley Gordon**, Literally 1 day after going on her maternity leave. Both Mummy and baby are doing well and are at home settling into their new family life.



£25 for you

08. BLOW YOUR OWN TRUMPET



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!





GARY RICHARDSON

On the 12th/13th May 2023 Gary Richards, Security Manager at One London Wall took part in the Duchenne Dash Charity ride, a 300km ride from London to Paris in 24 hours to raise funds for research into Duchenne Muscular Dystrophy.

“On the 12th May at 13.00hrs myself and 160 other riders left Herne Hill Velodrome in overcast weather to ride the 300km to Paris. The first leg was the 100km ride to Newhaven to get the overnight ferry to Dieppe where we slept on the floor or in chairs (got about 2 hours kip)

On the 13th May I left Dieppe Ferry port at 06.00hrs for the 200km to Paris with support vehicles following behind and motorcycle outriders stopping all traffic at each junction which was fantastic. We also had fantastic food along the route to refuel water bottles and fill our belly’s and the sun came out for a truly wonderful day of cycling.

When we arrived in Paris we all stopped at the Eiffel Tower for a group photo and then headed to the hotel for a shower and evening Gala.

The following morning we should have got the Eurostar back to London but due to a strike we had to make our own way back which made it a bit of an adventure.

Over £600,000 was raised over the course of the weekend.

I would personally like to thank Charlie Kerr, Intelligence, for funding and sponsoring Hugo Minta, Will Hedden, and myself for this great cause.

Gary Richardson



BOUW **ZAHEER LIAQAT**

your own trumpet

ZAHEER AND HIS TEAM THE WEST ESSEX CC WIN TROPHY

Zaheer Liaqat, CIS Response Officer across the Borough of Hackney won a trophy this season with his team West Essex CC. Zaheer managed to get 3 wickets for 13 runs.

Zaheer is a talented all-rounder for West Essex CC and is said to be a great swing bowler.

Congratulations and well done.



Zaheer liaqat - (Player ID- 4776) (Team Name- West Essex CC 3)

Last Match Detail
 Tournament- Sapphire Division (A) 2022 Time-07/08/2022 13:15:
 Fixture-West Essex CC 3 VS London Braves CC
 Runs Scored-3
 Bowling Figures-6.0-1-29-1



Year of Birth: 1993
 Playing Role: Bowler
 Batting Style: Right
 All-rounder

Batting Average				
Match	Inns	NO	Runs	Avg. High Score
11		54	0	0

Bowling Average					
Match	Over	Maiden	Runs	Wickets	Avg. Economy
16	84	8	475	13	36.54 5.65





JOHN SEPHTON



We would like to say a huge well done to Account Manager, John Sephton, for successfully completing the Medicine Ball Challenge.

The Medicine Ball challenge involves cuffing a 3kg Medicine Ball to your wrist for 7 days. It may not sound that heavy but being chained to the medicine ball continuously for seven days is a significant burden. The ball becomes a physical, visual and tangible representation of the invisible burden of mental health so many of us can experience.

The aim of the Medicine Ball Challenge is to raise awareness and encourage people to talk openly – over £105,000 has already been raised for this year’s challenge. Well done John for your contribution towards this worthwhile cause!

John stated;

“The 7 days of the challenge were quite an experience and I had a few conversations with people around mental health issues and the ball. I experienced some strange looks, some queries, and the handcuff was getting a little rough towards the end!

The ABF charity supports the soldiers and their families in times of need and Combat Stress does great work with armed forces personnel who suffer mental health issues during and after their service. We ask a lot of our Armed Forces, and they are asked to hypothetically write a blank cheque to the service they are in, which whilst serving, could include them giving their life so we can live safer. The least we can do is ensure they get the necessary help and support by doing charitable actions like this”.



MOHAMMED NISAR



CONGRATULATIONS!
Mohammed Nisar

ON FINISHING THE VITALITY LONDON 10,000

YOUR FINISH TIME:
00:59:15

8108

new balance

FINISHER

THANK YOU TO OUR PARTNERS AND SPONSORS

A huge congratulations to Mohammed Nisar for completing the London Vitality 10,000 Race last month in aid of the Royal Marsden Hospital Cancer centre.

Mohammed stated;

“My achievement was even more the sweeter as it was in support of the Royal Marsden Hospital Cancer centre. I have been training the last few weeks leading up to Sunday 24th September. The atmosphere was electric with local music bands and crowds supporting all the 10,000 runners. I really enjoyed myself on the day and I would 100% recommend running to anyone who is intrested in taking up the sport as its great for your overall general health.

Vitality London 10,000 2023

Vitality London 10,000

RESULTS MY RUNNERS

PARTICIPANT DETAILS

Participant

Status	-
Name	Nisar, Mohammed (GBR)
Club	-
Team	-
Category	Men 40-44
Runner Number	8108

Finish details

Place (Gender)	4542
Place (Category)	566
Place (Overall)	6611
Finish Time	00:59:15

Race Status

Status Finished

Splits

Split	Time Of Day	Time	Diff	min/mile	miles/h
5km	10:52:16	00:28:47	28:47	09:16	6.48
Finish	11:22:43	00:59:15	30:28	09:49	6.12

Features

CERTIFICATE

SPORTOGRAF

Back Print Results Request Form



BQW CLAIRE-LOUISE HAGON

your own trumpet



A huge well done to Claire-Louise Hagon, Head of Bids, Brand and Communication who took part in Jeff Stelling Football March 2023. Claire-Louise joined over 360 supporters marching in honour of Wycombe Wanderers' fan and BBC broadcasting legend Bill Turnbull on Sunday 17 September 2023.





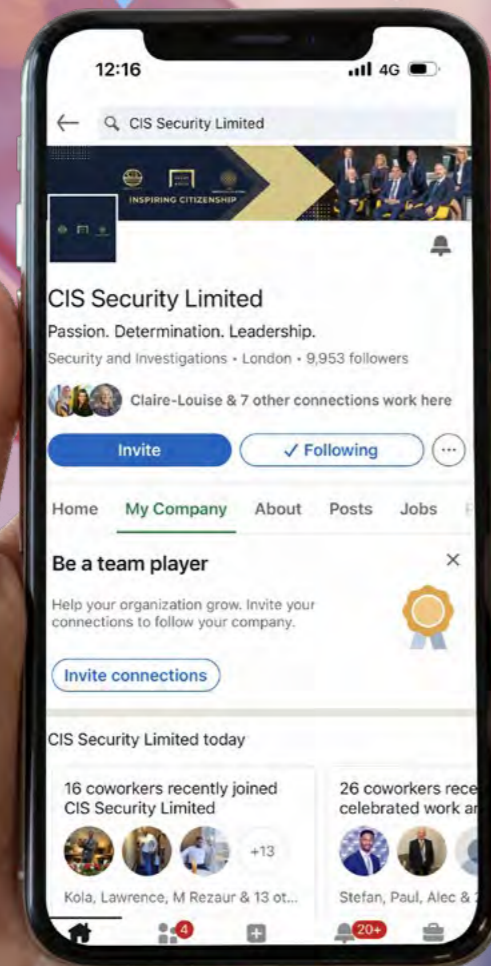
240 FOLLOWERS



@27 1,038 FOLLOWERS



11,225 FOLLOWERS



FIND US



CIS Head Office Address:
418-426 Lewisham High Street London, SE13 6LJ
Central London Office:
40 Gracechurch Street London EC3V 0BT



AutoCall: 01753 306 225
Reception: 020 8690 1903
Control Room: 020 8690 3221



www.cis-security.co.uk

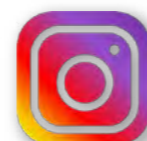


Email: general@cis-security.co.uk
Payroll Email: payroll@cis-security.co.uk
Feedback: communication@cis-security.co.uk
Citizenship: ciscitizenship@cis-security.co.uk

SOCIAL ENGAGEMENT



www.linkedin.com/company/cis-security
www.linkedin.com/company/cis-front-of-house



[@cis_security_ltd](https://www.instagram.com/cis_security_ltd)



[@CIS_SecurityLtd](https://twitter.com/CIS_SecurityLtd)
[@cisfrontofhouse](https://twitter.com/cisfrontofhouse)

