**The Security Awareness Special Interest Group – Human Resources Workshop**

Dee Hayward, Chair of the Eastern Region and Security Controller for Ultra Electronics Sonar Systems recently attended the Human Resources SASIG Workshop with her HR Business Partner colleague, Jackie Stone.

The focus of the Workshop, which was hosted at The National Archives in Kew, was on the interrelating roles of the security and HR functions in confronting the Insider Threat. Underpinning all of the discussions was the basic question - what are the cornerstones for a good relationship between the security and HR functions?

The day began with a Special Briefing on the implications of the recommendations of the DCMS Select Committee Cyber Security Enquiry by Philip Virgo, Specialist Advisor to the House of Commons Culture and Media Sports Select Committee. Philip gave a hot-off-the-press description of the background, headlines and implications of the investigation into the recent Talk Talk data security breach.

There were several further presentations throughout the morning, beginning with Dr Jason Ferdinand on ‘The insider threat and the HR challenge’. Dr Ferdinand is the Director of the MBA in Cyber Security at Coventry University Business School and leads an interdisciplinary research group exploring the human factors in cyber security.

This was followed by a presentation from Professor Martin Gill who spoke about ‘The true value of security, and why it has been undersold’. Professor Gill, who is a criminologist and Director of Perpetuity Research, argued that the true value of security has not been properly articulated, and its real contribution is being kept a secret.

Finally, Professor Rona Beattie, Professor of Human Resource Development at Glasgow School for Business and Society, Glasgow Caledonian University, asked the question: what is people security, why is it important, and what role HR and business leaders can play in defending against insider threats and attackers during her presentation ‘The good, the bad and the ugly: the role of leaders in security’.

The afternoon consisted of a roundtable-style session with several teams of security/HR people from differing organisations, including Dee and Jackie, offering their views and leading the discussion on:

 What can be done better to establish and maintain the HR security lifecycle from engagement to termination, including vetting, aftercare, supervision and discipline?

 How do we recognise changes in employees’ personal circumstances and those behaviours or signs that indicate when someone might be heading in the wrong direction?

 How important are culture, reporting and communications within an organisation in establishing effective information assurance?

 How do we improve the awareness and support of line management?

Further details on the Security Awareness Special Interest Group can be found at their website: <http://www.thesasig.com/>