

How your employees behave is a key indicator of your organisation's attitude to security. Vigilant security behaviour – such as showing awareness of one's surroundings or engaging with strangers – will show any hostile individual watching that it's not just security guards and CCTV they need to worry about. Alert employees are just as likely to spot suspicious activity and report it. CPNI has developed an approach to help you instil vigilance behaviours in your staff, which in turn will help them become an active part of your protective security regime. This guidance helps organisations understand what constitutes good and bad employee vigilance security behaviour; and then demonstrates how to communicate it to the workforce. It provides the tools to run a 'security-minded behaviour' campaign, including links to professionally designed supporting materials. Personal security guidance is also provided for those situations when your employees are at threat due to where they work. Advice and supporting materials on the measures staff can employ to reduce the risk to their personal security are provided. We have generated this guidance as a result of our research, including into reconnaissance conducted by hostiles (individuals who want to harm or disrupt your people, assets or reputation) and we have trialled this campaign framework in a variety of organisations – with positive results. Asset library We have provided a number of materials that will support an organisation in running a vigilance behaviour campaign. These include draft briefings, emails, intranet articles and posters and these can be amended to suit your organisation. Next steps The impact of this guidance is improved when it is used in conjunction with other CPNI guidance. By combining the techniques in these guides, and by 'layering' deterrence messages, organisations can help improve staff vigilance and ensure that hostiles are confronted at every stage of their planning process. Further information For further information and materials please email DETERComms@cpni.gsi.gov.uk