

**G4S SECURITY
PERSONNEL SERVICES -
AN INTEGRATED APPROACH
TO SECURITY DELIVERY**



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WE START WITH THE PROBLEM

We believe that security should be looked at holistically. Only by effectively combining personnel, technology and intelligence can you deliver best in class security.

Integrated security is the collection of security measures that should form the basis of your security programme. At G4S, we describe integrated security as 'our combination of expertise, security professionals, technology and data analytics, to manage risks and enhance value for our customers'.

The process should start with a risk assessment. The approach is built upon three fundamental questions:

What do you need to protect?



What do you need to protect it from?

How do you most effectively protect it?

We support our customers in assessing risk through a selection of tools which provide detailed reporting to help shape your security plans.

1. Free Online Risk Assessment

Log on and take our complimentary self-service risk assessment here. Follow a set of guided questions to be provided with a complimentary report helping to shape your security planning.

[GET STARTED HERE](#)

2. Consultative Risk Assessment

Our consultative risk assessment is completed by a G4S expert trained in risk. A G4S host takes you through a detailed set of questions resulting in a detailed risk evaluation report.

[REQUEST A FREE CONSULTATIVE ASSESSMENT HERE](#)

3. Expert Risk Assessment

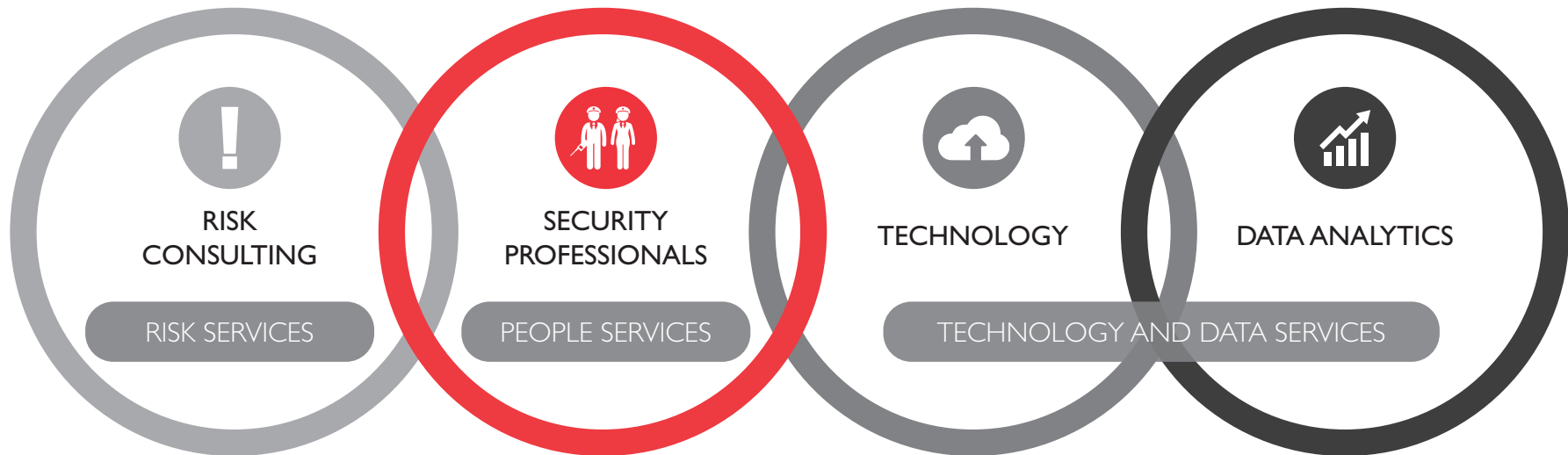
For more advanced requirements, we make our Risk Consulting experts available who produce bespoke detailed reports across multiple sites and geographies and specialise in harsh and dangerous environments.

[ENQUIRE ABOUT A CHARGEABLE RISK ASSESSMENT HERE](#)

WE BUILD AN INTEGRATED SOLUTION


We believe that security should be looked at holistically. Only by effectively combining personnel, technology and intelligence can you deliver best in class security.


At G4S, we believe there are four capabilities that drive integrated security:




G4S Integrated Security Capabilities

 **Risk Consulting** The capability to consult and support in managing security risks.

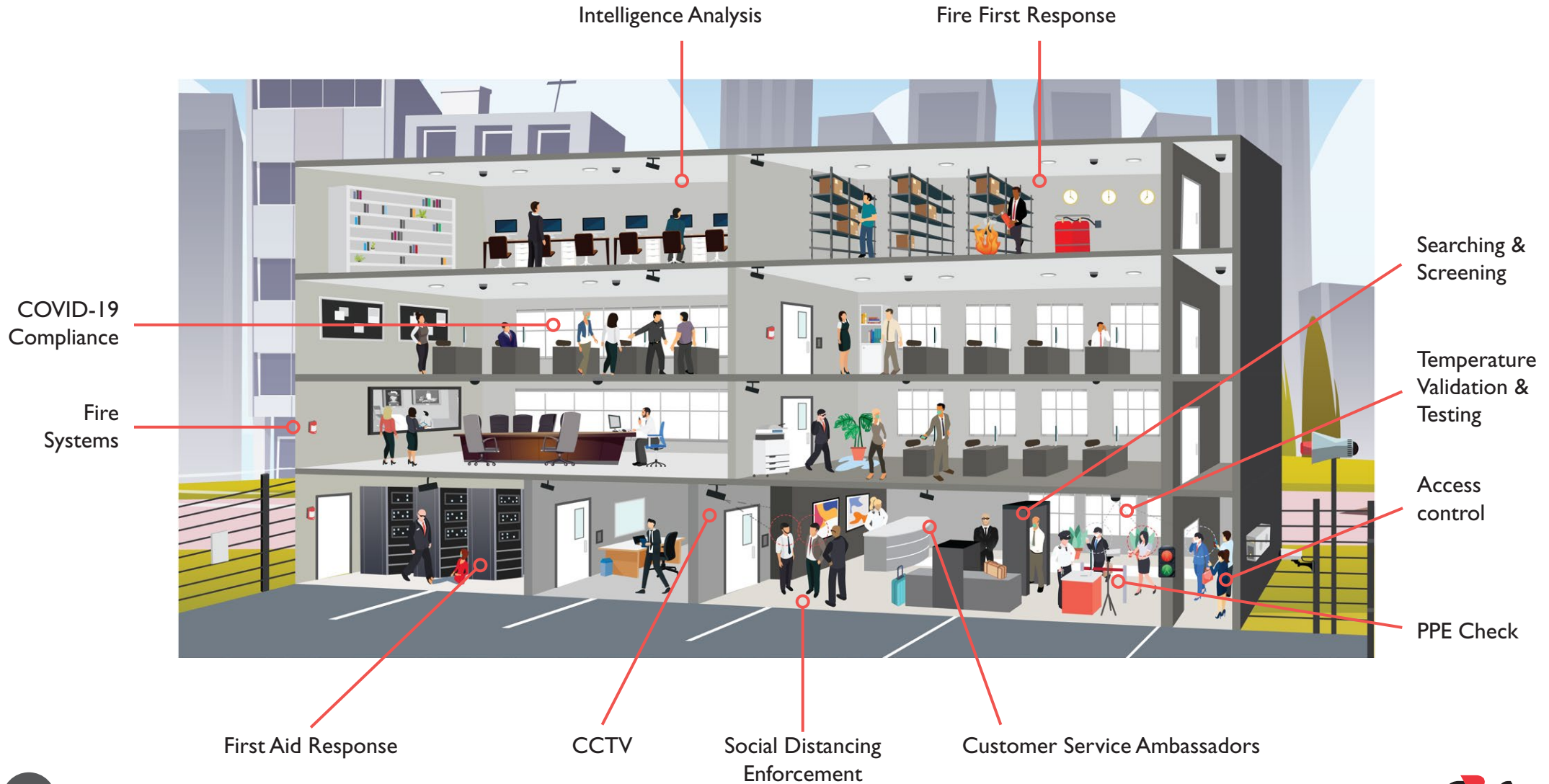
 **Security Professionals** The capability to allocate risk, solution and sector experienced security professionals.

 **Technology** The capability to develop, select, integrate, install and maintain technology.

 **Data Analytics** The capability to systematically collect data and produce reports, analysis and insights.

WE BUILD AN INTEGRATED SOLUTION

Our teams provide a suite of security related services with customer care, safety and security at the core. The services performed by our teams include:-



WE BUILD AN INTEGRATED SOLUTION

Function	What We Provide
Open source intelligence analysis	Our analysts provide open source media monitoring and reporting so ensure that your security operation stays one step ahead of the threat.
Fire First Response	Many of our officers are trained Fire Responders and act as an important first line of defence in the event of a fire.
Searching and Screening	Our staff provide screening and search services in high security environments, corporate head offices and airports. They check for the presence of suspicious devices and operate screening technology as required.
Temperature Validation & Testing	Our staff are experienced in securing temperature validation and testing from a queue management, traffic flow and public service delivery perspective. Whilst we are not occupational health experts, our skills will assist with implementation of your programmes.
PPE Check	Our staff will enforce site and Government guidelines relating to the wearing of PPE.
Customer Service Ambassadors	In many instances such as shopping centres or public areas, our officers are deployed to provide customer service whilst retaining overall security delivery responsibility.
Social Distancing Enforcement	Our staff will enforce site and Government guidelines in relation to social distancing and attend to breaches.
Tactical First Aid Response	Our officers are often deployed to provide front line first aid response.
COVID-19 Compliance	Our staff undertake dedicated training to act as COVID-19 Ambassadors, ensuring all Government guidelines are followed, staff feel safe in the workplace and that you meet your duty of care as an employer.

WE BUILD AN INTEGRATED SOLUTION



WE BUILD AN INTEGRATED SOLUTION

Function	What We Provide
Alarm & Incident Response	Our mobile response teams will respond to property or intruder alarm notifications.
Lock and Unlock	Our mobile teams will provide property keyholding and lock and unlock services at an interval to suit you.
Scheduled or Unscheduled Property Inspections	Our mobile teams will provide scheduled or unscheduled Property Inspections
Ingress & Egress Management	Our staff provide a visible, customer focused presence at points of ingress and egress to prevent overcrowding, unauthorised access and ensure compliance with site safety guidelines.
Perimeter Security	Our teams will provide a visible deterrent by patrolling your perimeter to deter possible intruders and respond quickly to possible breaches.
Chauffeur Services	Our chauffeur services provide protective security in harsh and dangerous environments.
Risk Assessments	We employ trained risk assessors to evaluate risk and produce security vulnerability assessment reporting to drive corrective action.
Environmental spillage response	Our staff are trained in dealing with environmental spillages such as oil or gas to ensure that any incidents that have a potential risk of pollution to the environment, are dealt with in a safe manner to ensure minimal environmental impact.
Confined space rescue	Our staff are trained in confined space rescue - an area on the increase following the rise of urban exploration.

CATEGORISING OUR SECURITY PROFESSIONALS

We categorise our security professionals into the following job roles:

Front of House

Operating with security at the core, our teams offer a bespoke front of house service that you can be proud of. We want your guests to receive a welcome they will remember, whether greeting them by name, helping them with their luggage or providing travel updates to help with their onward journey.

Recognised by the Industry, our award winning Customer Ambassador programme, used heavily in financial services and across corporate clients, has changed the perception of security.



CCTV and Control Room Operators

Our control room operators are highly trained in the use and monitoring of video surveillance, access control including identity and visitor management, alarm monitoring, PA Systems and lone worker assistance programmes.

Often operating from a central location but supporting vast estates, these skilled individuals form an intelligent hub for frontline security delivery and ensure the fastest possible incident detection and response.

CATEGORISING OUR SECURITY PROFESSIONALS

Security Guarding Professionals

Our range of specialist security personnel helps secure your premises, people and assets, minimising risk. On the majority of sites we secure, our role extends far beyond simply providing access and egress control. Tailored to the needs of each customer; our uniformed teams of SIA licensed security officers undertake a wide range of complementary duties, from safeguarding a business to top level customer service on reception. Our services include:-

- Manned Security Services
- Access & Egress Control
- First Attack Fire Response Officers
- Ticket/Pass Control
- Tactical First Aid Response
- Customer Services (Meet & Greet)
- Courier Services
- Chauffeur Services
- Reception, Concierge & Back Office

We also provide a range of specialised services for:

- Aviation
- Rail
- Maritime/Ports

[WATCH OUR SECURITY CASE STUDY HERE](#)

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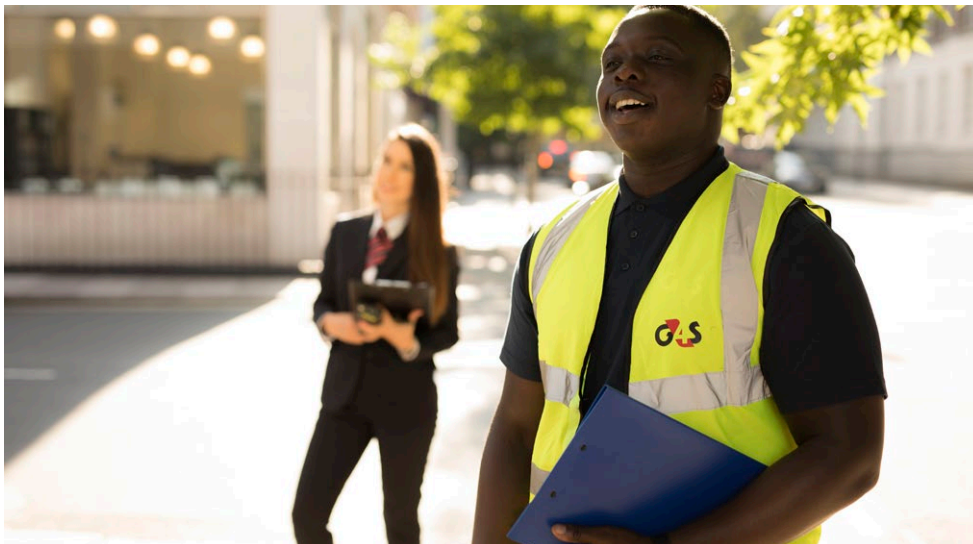
CATEGORISING OUR SECURITY PROFESSIONALS

Mobile Patrol and Response Officers

Our mobile patrol and response officers provide site assistance when you need it. Skilled license officers attend site at prearranged times or within a pre arranged time limit and provide a range of services including:

- Site attendance and investigation in response to an alarm
- Accompanying a key holder to site
- Locking and unlocking your premises
- Site attendance and investigation in response to a surveillance alert
- Physical response to assist a remote worker in distress

In all cases we provide detailed documentary reporting on our interventions which evidence our actions and results of any investigation.



Our Response Network



CATEGORISING OUR SECURITY PROFESSIONALS

Events Stewarding / Marshalling

G4S has over 30 years' experience providing crowd management and security services to the events market.

Our breadth and depth of experience across live music, sport, conferences, exhibitions and community events are unmatched in the industry. The knowledge of our team in event and crowd management combined with the scope of services we can provide, allows us to design and implement the most effective security solution in conjunction with the police and other emergency services.

Our services include:-

- SIA officers / Stewards / Manned Solutions
- Crowd Management
- Control Room - Run / Support
- Year Round Venue Management
- Logistics
- Transport & Shuttle
- Consulting
- Counter Terrorism / Counter Espionage
- Global Reach

[WATCH OUR RETURN TO LIVE SPORT CASE STUDY HERE](#)





COVID-19 Ambassadors

Our COVID-19 Ambassadors undertake dedicated training to provide a variety of tasks to ensure that employers have taken all reasonable measures to create a safe and secure environment post pandemic. Having completed the training they perform a number of functions including:-

- Temperature Screening and Validation
- PPE Checking and Validation
- Social Distancing Enforcement
- Occupancy and Throughput Management
- Ensuring staff feel safe in the workplace

These individuals are easily identified and have used the skills and experience leveraged by supporting critical infrastructure services to continue to operate through the pandemic, supporting the testing and vaccination centres.

CATEGORISING OUR SECURITY PROFESSIONALS

Canine Detection

G4S employs some of the worlds most experienced, intelligent and flexible dog/handler teams. A canine solution will provide an extra dimension to your site's security. The presence of a G4S canine unit is a powerful tool which can be used as a deterrent against a potential intruder, as well as providing a capability to detect and search for trespassers.

We can even enhance your current Manned Guards and Patrol & Response Officers over a short course to enable them to become a Dog Handler. There are many benefits to having a canine companion.

These include:

- Greater detection of people, items & substances
- Decreasing likelihood of an attack
- Enhanced security presence & prestige

Our Capabilities include:-

- General Purpose (GP) Patrol Dogs
- Narcotics Detection Dogs
- Explosive Detection Dogs
- Dog & Handler Training



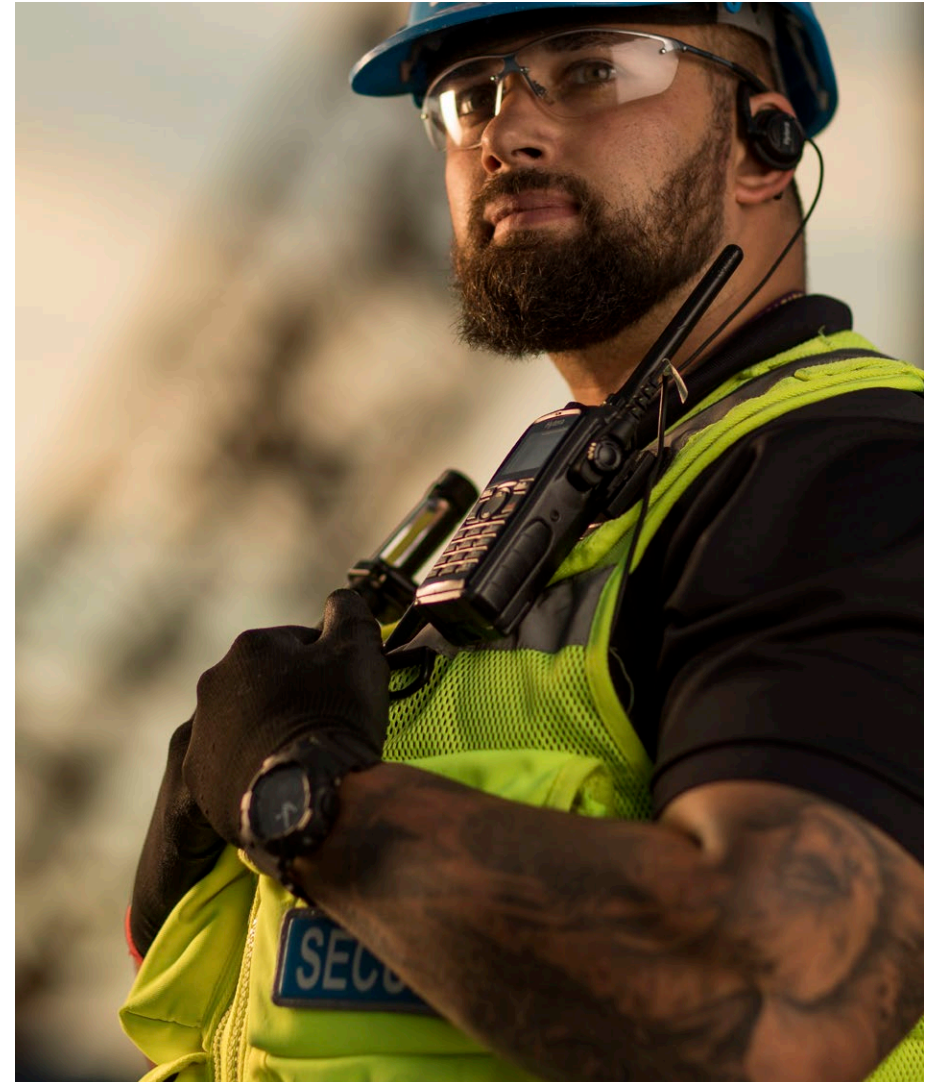
CATEGORISING OUR SECURITY PROFESSIONALS

Enhanced Security Officers

Our professional, ex-military team, provide a high quality and bespoke security solution for customers with higher risk or unique security requirements. We select, train and deploy skilled and experienced personnel to a wide range of high-end and critical locations, including power stations, communications/ technology hubs and sites deemed to be Critical National Infrastructure.

Our enhanced security offering comprises security services formally trained above the standard SIA license. Services we provide include:

- Enhanced Security Officers
- Security & Safety Officers
- Close Protection (Ex-Special Forces)
- Protest Management
- Metal Theft Protection
- Enhanced Health & Safety Officers



CATEGORISING OUR SECURITY PROFESSIONALS

Risk Intelligence Analysts

Exposure to political and business risks pose challenges for investment and operational security globally, particularly in the emerging, volatile and frontier markets. Understanding these risks through intelligence analysis, advisory and insight can mark the difference between success and safety, financial or reputational loss.

Our intelligence analysts fuse open source information with the insights drawn from our extensive global footprint and on-the-ground networks in more than 90 countries. We provide incisive foresight and informed strategic advice to companies, governments and individuals working in challenging, unfamiliar or opaque markets.

Risk Assessment Specialists

We offer skilled risk assessment specialists, who offer a suite of security risk management services, providing unique access to UK and international best practice and incorporating our demonstrable experience of supporting the CNI sector globally.

Our Services Include:-

- Drafting Threat and Risk Assessments through SMEs with vast experience of assessing threats against CNI entities and in conducting emergency planning and incident response support
- Embedding security experts within organisations
- Developing security strategy, policy and plans
- Providing lessons learned consultancy
- Conducting security audits and planning to ICAO Annex 17 standards and beyond, especially in high risk locations
- Training and mentoring security staff





Close Protection Operatives

Our Close protection officers (CPOs) keep clients safe from unwanted attention or physical harm. They are responsible for assessing security measures and providing discreet surveillance. Their work includes:

- Protecting clients from threats of physical violence.
- Auditing premises noting potential hazards and exposure to risks.
- Driving the client to and from venues.

These are often ex military/police/defence personnel who have experience of working in hazardous environments. Individuals offer small arms skills along with formal qualifications in close protection activities.

The individuals bring the ability to work as part of a team and, on occasion, alone in challenging and dangerous environments.

SECURITY IN OPERATION

We provide security services to some major international organisations
- here are just a few of some of our customers



Provision of 3,000 security officers to the UK's biggest public service department across 780 UK locations.



Provision of mobile inspection; locking and unlocking services for the UK's leading charity and membership organisation for heritage conservation in England, Wales and Northern Ireland.



Provision of security officers, intelligence and control room services to Europe's largest construction project - a 3,200 MWe nuclear power station.

[WATCH OUR CASE STUDY HERE](#)

[WATCH OUR CASE STUDY HERE](#)



Customer ambassador and security services for leading UK retail and commercial banking organisation.



Provision of security services to the world's largest construction-equipment manufacturer.



Provision of security services to major oil and gas provider and the fifth-largest company in the world measured by 2020 revenues.

[WATCH OUR CASE STUDY HERE](#)

EQUIPPED TO SUCCEED

G4S Plc. is one of the largest employers in the world, with approximately 540,000 employees worldwide and over 18,000 employees across the UK and Ireland.

Whilst the people themselves are important, we recognise there are a wide range of factors that will allow our staff to deliver best in class security. From the uniform they wear, the technology they use, the training we provide and the way we communicate with them, this section explores how we create an environment that allows us to be successful.



OUR UNIFORMS

G4S Uniforms

Our security personnel operate with a range of optional uniforms suitable for Corporate, Industrial and Operational environments.

This range has been developed with customers to provide professional, safe and comfortable uniform options to suit your requirements. Depending on your security strategy, we are able to offer options for branded or non branded workwear. This allows for a visible or more discrete security presence.

Bespoke uniform options are available upon request.

[G4S UNIFORM GUIDE](#)





Technology

Today's security must deliver safe and secure environments to businesses, consumers and the public. Security staff rely on a level of visibility and control to combine both presence and situational awareness to secure a business.

As threats evolve, real time intelligence is critical to enable dynamic and effective security delivery. G4S Javelin is a modern intelligence based software platform that drives operational execution through organisations of all sizes. G4S Javelin Software Platform is able to deliver full visibility, control and an immediate response capability.

Our software platform provides an essential link between front line staff and back office systems to allow us to deliver the optimum operational experience. G4S Javelin is a secure and compliant software platform, which is designed to conform to all required data processing laws (GDPR) and is aligned to industry information security standards (ISO27001). It also conforms with, and enforces G4S group policies and processes for information processing and handling. Installed on compliant, ruggedised devices the software brings a host of operational benefits.

OPERATIONAL TECHNOLOGY - KEY BENEFITS



ENHANCED SITUATIONAL AWARENESS, COMMUNICATIONS AND COLLABORATION



RESOURCE PLANNING & ROSTERING

Optimised resource allocation



PERFORMANCE DASHBOARDS & INCIDENT MANAGEMENT

Access live service performance
delivery data



CONTRACT DELIVERY ASSURANCE

Data and intelligence ensure you
operate with the right levels of staff
and duties are 100% validated



DRIVE STAFF ENGAGEMENT

Improve administration efficiency of
staff through online self managed
services



CONSISTANT REPORTING & VISIBILITY

Use a single operating platform
to report on performance across
multiple locations



BEYOND SECURITY

Use the platform to monitor the
performance of other tasks such as
health & safety



CENTRALISED ACCOUNT MANAGEMENT

View and manage an archive of
invoices. Raise and manage queries
through the centralised portal

How it Works

Taking information from back office systems such as Taleo & Oracle G4S Javelin software:

- Provides simple consolidate information through an easy to access customer portal
- Supports staff engagement and empowerment through an online staff portal
- Facilitates improved productivity via the staff mobile application

ORACLE®
Taleo 

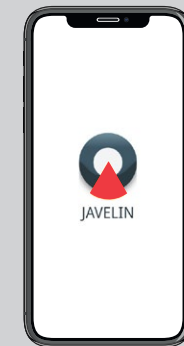
Back Office Systems



EMPLOYEE WEB PORTAL



CUSTOMER WEB PORTAL



EMPLOYEE MOBILE
APPLICATION

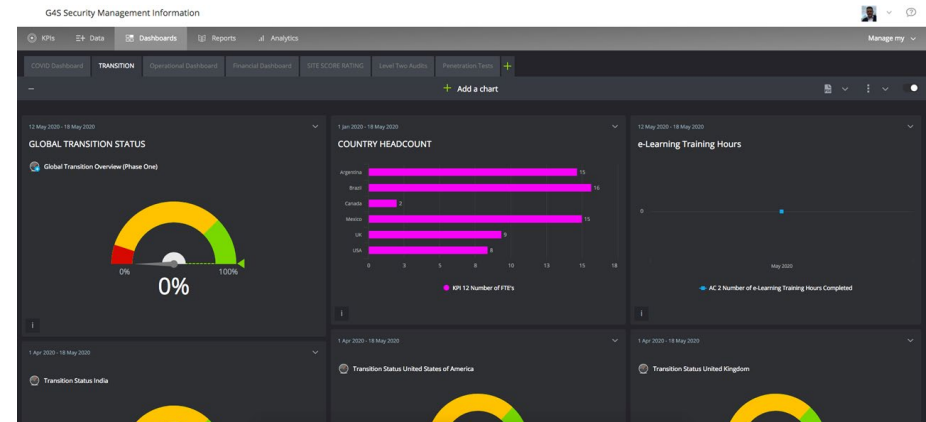
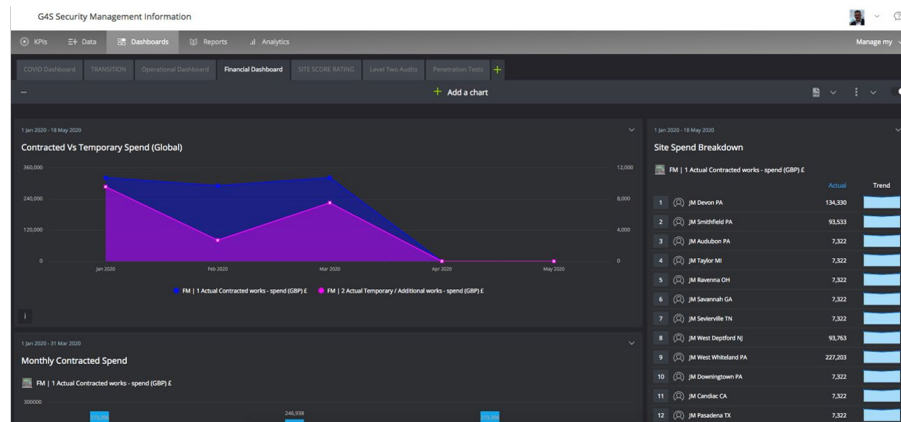
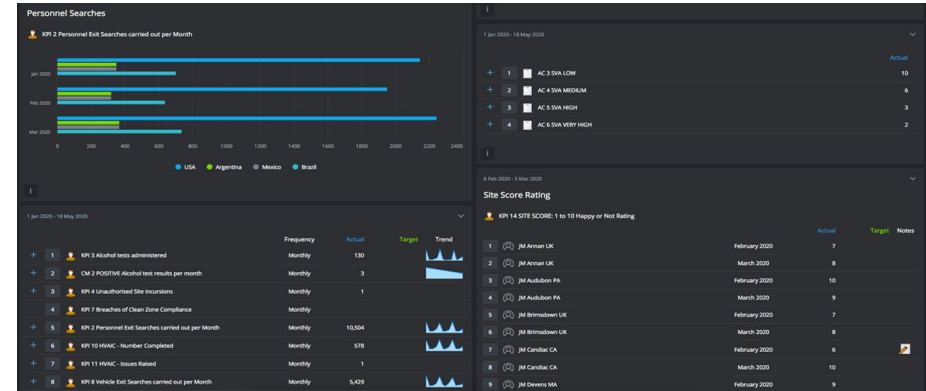
SERVICE DELIVERY INFORMATION

We recognise that as well as equipping our staff with the best technology to allow them to perform their roles effectively, our clients' require a single consolidated view showing service delivery performance and contract spend. This is especially true for those that operate across multiple locations - often crossing international boundaries.

That is why we have implemented a web based management reporting platform. The tool operates through a simple and easy to use portal with shared access. The portal consolidates service delivery data captured by frontline officers across multiple sites, plus provides access to individual site security performance information.

The tool's API also provides the opportunity to gain access through your own application - such as an Intranet - so it can become firmly embedded in your business operating practices. The tool will lead to:-

- Consolidated service delivery information
- Real time contract spend information



OUR PEOPLE STRATEGY EXPLAINED

Our people strategy is made up of four key pillars



ATTRACTION AND RECRUITMENT

The G4S Recruitment and Selection Policy underpins our approach and operates according to the following principles:

- Fairness and consistency - only those candidates who exhibit the right skills and personal characteristics will be offered a role.
- Non-discrimination - we are an equal opportunities employer so we afford all employees and potential employee's equal opportunity for recruitment, training and promotion.
- Regulatory and statutory compliance - recruitment advertising will comply with relevant legislation and all candidate data will be treated confidentially.
- Security Industry Association (SIA) screening and vetting compliance - by screening to BS7858 and making sure staff are reliable and capable of carrying out their duties.

We use a defined three stage process to underpin our recruitment efforts:-



ATTRACTION AND RECRUITMENT

We are well-versed to using data to form the basis of innovative recruitment campaigns as indicated below:-

GRAND NATIONAL EVENTS STEWARDS



LOOK AFTER THE **EVENTS YOU LOVE**

Steward, Aintree | £9.00 per hour

At over 180 years old and with 600 million excited viewers watching around the world, The Grand National is the biggest race in the steeplechase calendar. And on the 4th April 2020, over 150,000 happy and hopeful punters will visit the famous Aintree racecourse for a great day out! As one of 300 Event Stewards, you'll be the eyes, ears and smiles that welcome customers in, look after them when they're there and see them safely leave.

Our Stewards provide a visible reminder that safety is our number one priority for visitors and staff. Which means you could be inside or outside, on your feet showing people where to go, checking tickets at entry, monitoring the crowd and managing the car parking facilities. Wherever you are, you'll be the fun, helpful and friendly face of sporting history.

You'll receive full training and have the support of a great delivery team that will work closely with you. You'll need to be over 18 years old, energetic, outgoing and a great communicator. Friendly and approachable, you'll use common sense to help people and ensure the day runs smoothly.

Apply today and we will contact you shortly with information about our upcoming local recruitment days so you can come along and meet us to find out more.

APPLY NOW



SECURITY OFFICER

COMPETITIVE SALARY | VARIOUS LOCATIONS

Our way of life is not how it used to be. To get life moving again, our country needs people to help everyone feel safe and secure in getting back to their everyday lives. Join us as a Security Officer to help secure that normal life for the nation and a stable career for yourself with the market leader in security.

We help to secure all aspects of working life. Join us and you could be protecting hospitals or testing centres, empty retail or manufacturing sites, public services, businesses or the civil service. Our work has never been more vital and we need you to help make it happen.

JOIN US IN WINSFORD, LIVERPOOL OR CHESTER

APPLY TODAY

JOIN US IN BARROW, ULVERSTON, KENDAL OR WORKINGTON

APPLY TODAY

JOIN US IN BRIDGWATER, BRISTOL, GLOUCESTER, TAUNTON OR TROWBRIDGE

APPLY TODAY

JOIN US AS AN AREA SECURITY OFFICER IN CHICHESTER

APPLY TODAY

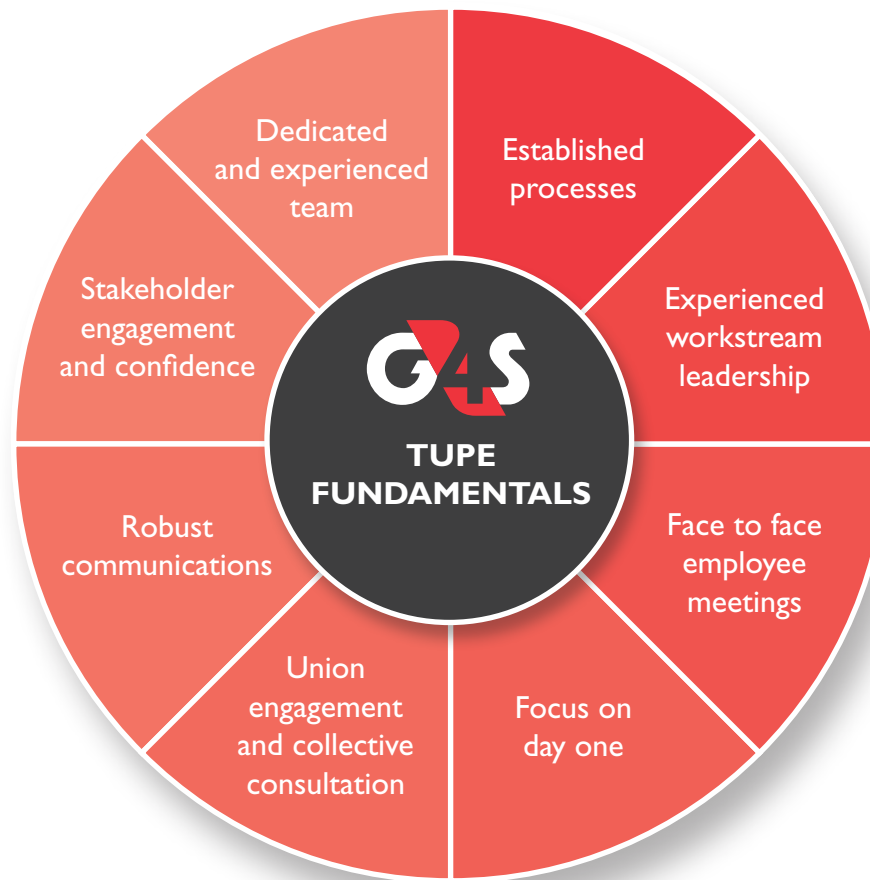


WE MANAGE INBOUND TRANSFER OF STAFF

We recognise that the prospect of a change in employer can be unsettling both for staff and for the host organisation.

An open, honest and engaged approach to TUPE transfers has seen a 97% success rate in staff transfer in previous contracts due to the emphasis on achieving full stakeholder engagement. This focus on achieving excellent TUPE transfer rates minimises any impact for our customers' security service through the loss of site-specific knowledge and expertise.

Each TUPE transfer process benefits from the experience we have developed and from our systematic and planned approach based upon PRINCE2 project management. The plan and processes we follow are completely transparent and reviewed through regular Mobilisation Project Boards. We base our TUPE transfer approach upon a number of fundamental principles:



OUR APPROACH TO STAFF RETENTION

For existing staff, our employee retention figures are amongst the best in the security industry and reflect our position as an employer of choice.

They also compare favourably with the UK average employee turnover rate. Our security officers have an average tenure of 8 years.

We believe that providing good comparable employment conditions, engaging with our employees and recognising each individual's talents helps provide a more stable workforce, creates increased employee motivation and loyalty, and generates higher levels of productivity and customer service.

We invest heavily in initiatives to retain good staff as it delivers direct benefits to both customers and G4S. A stable and experienced team results in better security outcomes for customers, and reduces the time and cost associated with recruitment and training of new staff.

We will maintain high levels of retention through an approach that recognises that motivation and retention is more than just getting the right people on the right pay and rewarding good behaviour. We recognise our responsibilities as an employer to create environments in which our staff feel valued, motivated, empowered and recognised.

Our approach includes:



Leadership



Employee Benefits



Environment



Employee engagement surveys



Empowerment



Reward and Recognition



Personal Welfare



Personal development

We regularly measure our retention levels, and where retention falls below our projected levels, we carry out root cause analysis and take corrective action.



OUR VALUES

We embed our values in everything we do and place huge importance on integrity and respect.

The business reinforces the risks and requirements of ethical behaviour during recruitment, employee induction, employment contracts, staff handbooks and online training. We provide online scenario based training for our front line and management employees on demonstrating our Values, which are summarised in the image below:

Part of the training includes 'Speak Out', our whistleblowing service, reminding everyone of the importance of reporting serious wrongdoing and the process to do so.

We have also implemented a group-wide Ethics Code that outlines how we expect our employees to adhere to the Bribery Act. This centres on four main ethics which include:

- Being safe and secure
- Being honest and trustworthy
- Being fair and considerate
- Being professional and proud.

The group supplements these ethics with a Business Ethics Policy which provides a more detailed summary of the group's ethical standards of operation. Both documents apply to employees at all levels and establish a number of ethical principles and standards which underpin behaviour throughout G4S.

**WE ACT WITH...
INTEGRITY AND
RESPECT**



**WE ARE PASSIONATE
ABOUT...
SAFETY, SECURITY AND
SERVICE EXCELLENCE**



**WE ACHIEVE THIS
THROUGH...
INNOVATION AND
TEAMWORK**



WE COMMUNICATE

We believe in regular communications to keep employees up to date on our customers, our performance and any challenges we may face.

These are provided via our UK&I Weekly Roundup email, our dedicated online Employee Hub, video updates on the business from the Executive Team; and, available online or hard copy, our company magazine The Link.

We also execute biennial surveys to gain valuable staff feedback and identify areas for improvement.



WE TAKE WELLBEING SERIOUSLY

To drive a positive work culture, it is essential that our security personnel feel valued, that their welfare is looked after and that they are performing well.

We take the welfare of our staff very seriously and we train all our management staff to effectively and empathetically manage their staff. We ensure employee welfare and performance through the following activities:

Managing Staff Fatigue

We take this very seriously and do this by:

- Programming our rostering system to ensure that no person exceeds the permitted working hours
- Welfare and personnel management in accordance with BS7499 to identify any issues early and take remedial action
- The Management team being alert to any signs of staff fatigue at the start of and throughout shifts, particularly of individuals assigned to posts which are less active
- Rotation of Security Guards around posts - (subject to them being adequately trained for posts), to avoid Security Guards becoming stale in their roles
- Using mobile technology to allow Security Guards to undertake designated site patrols and routine control calls.

Employee Hub

All employees will be provided with access to an online portal called the Employee Hub, which allows them to take control of a number of personal administrative tasks, including

- Notifying them when they are available for extra shifts
- Requesting annual leave
- Carrying out e-learning
- Reviewing their predictive pay
- Requesting a managerial visit
- Whistle blowing

By providing them with this access, our employees are in greater control of their work life balance and we can ensure that mandatory training is completed on time, for example Health and Safety in the Workplace and Manual Handling training.

Mental Health First Aid training

Our Management Team have been provided with Mental Health First Aid Training. This training ensures our staff understand how to recognise and engage with identified at-risk individuals and provide further support as required. Working in close partnership with our customers, our staff will be able to support all stakeholders, including staff, visitors and contractors to help people when they are most vulnerable.

Mental Health Ambassadors

We have also launched a Mental Health Ambassador group, which is a group of 25-30 G4S employees who we have trained in Mental Health support. They are in place to help individual's access confidential support and guidance to assist with Mental Health.

Staff Wellbeing and Mental Health

This is supported by regular communications issued to all G4S UK staff about Mental Health Awareness including providing 24/7 accessible information on the Employee Hub which provides staff with a range of resources, advice and guidance plus assessments and goal setting for staff to identify and plan how they can improve their physical and mental health and wellbeing.

TRAINING AND DEVELOPMENT

We recognise that it is hugely important that we train and develop our people.

Through the development of our employees we are able to provide the highest levels of service to retain valuable knowledge, and importantly provide our employees the opportunity to progress in their careers.

To support our staff we create a Personal Development Plan and Training Matrix for every individual. These address each staff member's career path and allow sufficient support for their development.

Our experienced inhouse training function is responsible for developing and coordinating the delivery of training to our security operations teams. This includes:

- Experience of delivering training to almost 20,000 employees across G4S Secure Solutions (UK), offered in various formats so that our staff can engage with their training at a time and via a method most suitable to them:
- Face to face training for customer specific security operations on site(s), SIA licensing, First Aid and Toolbox Talks
- E-learning including:
 - Induction Training: Health, Safety & Wellbeing, Diversity and Inclusion, G4S Values
 - Personal development in other areas, such as Conflict Management, Solving Problems & Making decisions, Leading & Motivating a team
- Developing industry standards & apprenticeships. For example:
 - Working with the Department for Education on Trailblazer Apprenticeships in Security First Line Management, and Providing Security Operations
 - Working with Metropolitan Police supporting new initiatives such as identifying and defining standards, training and accreditations that will be easily understood by the private security industry and buyers.

- Fully qualified inhouse training specialists with a range of skills and extensive experience in the Security industry:
 - Qualified to City & Guilds(C&G) 7302/7303, C&G 1886
 - Accredited by the Security Industry Association (SIA), awarding body for SIA licence linked training Highfield Qualifications, Qualsafe, Maybo (Conflict Management Training specialists, Department for Transport (DfT) and Civil Aviation Authority
- Action Counters Terrorism (ACT).
- Working with the UK Civil Aviation on National Occupational Standards, and subsequent Training programmes
- All our courses are accredited to relevant governing body guidelines and industry standards i.e. Highfield Training, SIA, AVSEC (Aviation Security Training).



The G4S Academy supports the continuous professional development and network expansion for anyone operating in the security industry through;

- **Specialists** – direct access to our industry, technology and solution design experts
- **Repository** – direct access to our white papers, webinars, vLOGs, seminars, events and more
- **Network** – register to discuss best practice with your peers
- **Forum** – exclusive events for industry thought leaders

Internally, the G4S Academy plays an important role too by;

- Building a consistent global training and development competency matrix
- Driving alignment and consistency of security, safety and risk concepts
- Focusing on innovation and product development

The G4S Academy is Led by Noah Price, Head of Academy UK&I, providing training and development for our specialist network as well as delivering a regular stream of networking and thought leadership material to our membership base.



Listen to Noah's introduction and subscribe with our G4S Academy at
<https://www.g4s.com/en-gb/what-we-do/academy>





Contact Us

UK: 08459 000 447
enquiries@uk.g4s.com

2nd Floor, Chancery House,
St. Nicholas Way,
Sutton,
Surrey,
England, SM1 1JB

Ireland: 1890 447 447
g4ssales@ie.g4s.com

