



NEWSLETTER



Issue 1

August 2nd 2024

FOR UNIVERSITY HEADS OF SECURITY

Welcome to the first of our quarterly Newsletters for leaders in security. In this issue, we offer insights into the challenges facing Heads of Security at modern universities.



CELEBRATING SUCCESS

Academic year 2023-24 has been so exciting for Nuparadigm taking on many wonderful new clients across the HE sector. We are privileged to have been chosen to support some of the UK's leading universities to both transform their security culture through our 360 degree safety and security consultancy services and to raise the standard of their frontline security teams through our tailored Highfield Accredited training packages of our training brand Nuology.



Edge Hill University



Imperial College London



UNIVERSITY OF LEICESTER



UNIVERSITY of York



University of Brighton



University of St Andrews



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Each month we focus on one of our subject matter experts. This month our founder: Claire Humble

MARTYN'S LAW IS LEGISLATION JUST AROUND THE CORNER?

We have all seen the remarkable campaign of Figen Murray, the mother of Martyn Hett who tragically lost his life on May 22nd 2017 after the bombing of the Manchester Evening News Arena. The first public consultation on the Protect Duty or Martyn's Law was in early 2021. Anyone avidly following its progress will know that the proposed legislation was first mentioned in the Queen's speech of 2022, the draft bill was then published in 2023 and pre-legislative scrutiny led to another consultation on the Standard Tier of the Duty earlier this year. The process has been long, too long for many, but this is complex legislation that impacts most sectors in the United Kingdom – the journey was never going to be easy.



A RENEWED COMMITMENT

We now have a new government committed to seeing through Martyn's Law. The announcement of the legislation in the King's speech last month, somehow felt more real than previous announcements and there is optimism that legislation might just be around the corner.

There are many leaders of security across UK universities that eagerly await the detail of the legislation, hoping that it will mean that the C suite colleagues will now sit up and listen to the importance of considering the risk from terrorism across our university estates. Some already do this well of course but there remain many who are still focused on a traditional view of higher education; open campuses, freedom of expression, freedom from scrutiny perhaps. For those it is important to emphasise that security and traditional perceived freedoms are not mutually exclusive. Campuses can still be open and thriving whilst having layered security approaches, many of which are invisible to the public. Martyn's Law will hopefully bring a change in culture across our Higher Education Institutions, removing with it a fear of security but instead embracing cultural change as part of an important step to better safeguard our communities.

Lisa Broad is our Counter-Terrorism Protect and Prepare Associate, with significant experience developing Martyn's Law for the Education Sector.

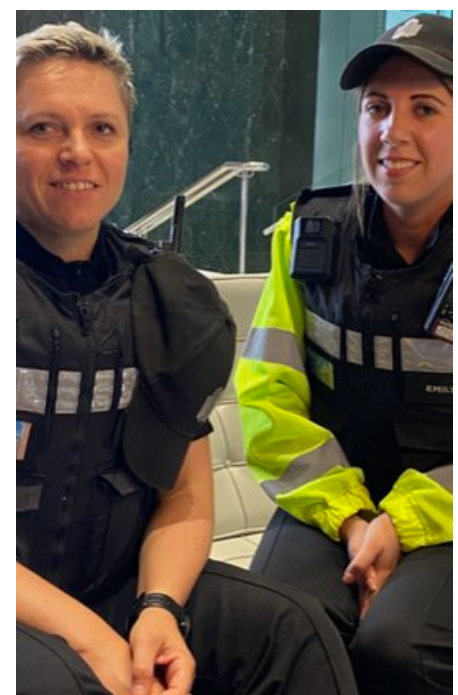
WOMEN IN SECURITY – WHY FEMALE ROLE MODELS MATTER

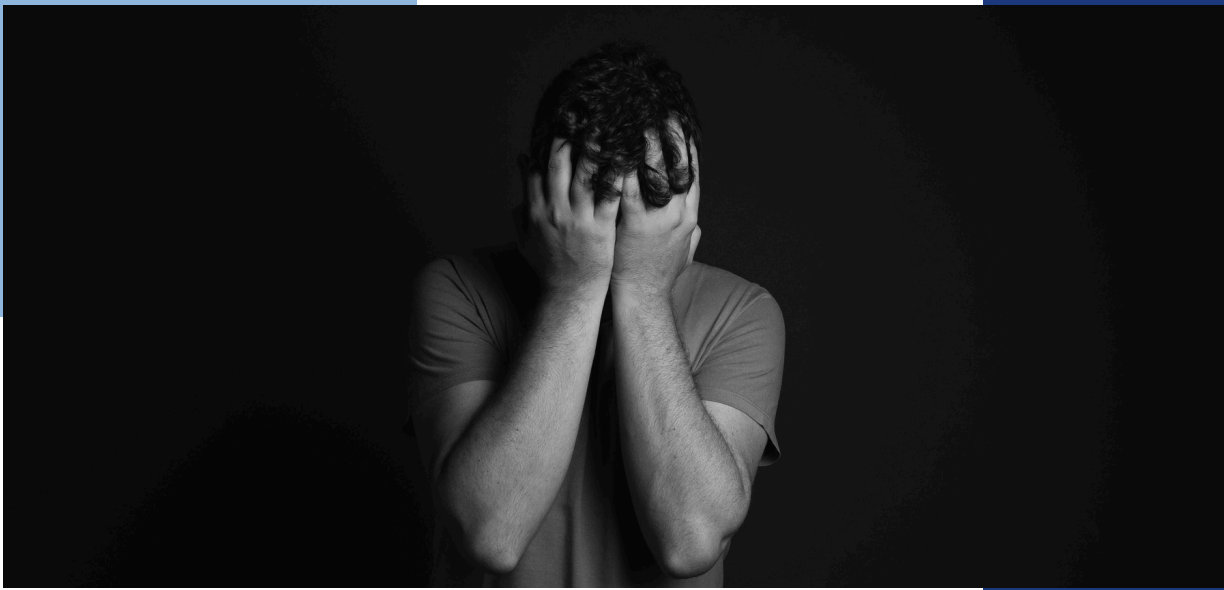
The importance of an inclusive culture within business cannot be understated. Having a culture of inclusion not only helps organizations to attract and retain the best talent, but it also helps to foster a sense of belonging and collaboration among all employees.

This academic year we have been honoured to lead the Women in Security Positive Action (WISPA) Program.

The "Lean in with Nu-purpose" course has been specifically designed to empower women security professionals to grow and develop skills to help them achieve their fullest potential. These sessions have seen groups of women in security come together to support and encourage each other to achieve their personal and professional goals.

We all know a team that reflects the community it serves fosters a sense of inclusivity and cultural competence, ultimately leading to more tailored and successful security strategy. If Security Leaders are truly committed to diversifying and growing their diverse talent, the power of women empowering other women who have shared life experience should not be underestimated. We are so thankful to the University of Glasgow and Edinburgh Napier University who are spearheading this important work with us. We can't wait to see what the next academic year brings.





STUDENT MENTAL HEALTH

Recent studies have shown a significant decline in the mental health of young people, with statistics showing a worrying increase in mental illnesses and suicide rates amongst university students (Office for National Statistics, 2022). The full impact of pandemic lockdowns is yet to be seen, but as Sanders (2023) identifies, the trends in student mental health and illness predate covid, so there is a need to explore the full reasons for these trends. Nevertheless, the pandemic has been a contributory factor. For example, where once Freshers' Weeks set the standard for socialising and interaction across the year, many universities have seen a significant decline in new students actively mixing with their peers. The social media phenomenon has without doubt also played a role in mental health issues and 24/7 internet access means students can be caught up in the virtual world rather than engaging with student life.

Leadership on mental health and wellbeing at universities is crucial. The 'student experience' is now an important factor when selecting a higher education institution and as such overt wellbeing and mental health support is essential. Mental health is no longer a taboo subject and in fact students and parents want to know that the universities they are considering understand the importance of pastoral support. Following the publication of the University Mental Health Charter in 2019, most universities now have a holistic institutional approach to managing and preventing student mental illness and crisis (Office for Students, 2023).

A SECURITY EVOLUTION

The role of the traditional security team has evolved to incorporate wellbeing support across the campus. Front facing security teams are often the first point of contact for students in crisis and as such, training on mental health and wellbeing is as important for this role as training on patrolling or emergency response. Many universities are proactively working with their frontline teams to safeguard their students not only from security threats but also in a more holistic way to combat this worrying trend. *Dr Anne Llwellyn is our Mental Health and Wellbeing Subject Matter Expert*

References: Office for National Statistics (2022) Estimating suicide among higher education students, England and Wales: Experimental Statistics: 2017 to 2020. Office for Students (2023) Meeting the mental health needs of students. Insight 20. October, 2023. Sanders, M. (2023) Student mental health in 2023: Who is struggling and how the situation is changing. The Policy Institute, Kings College London.





WHO ARE WE? NUPARADIGM – PROUD TO BE DIFFERENT! CLAIRE HUMBLE IS OUR FOUNDER AND CEO



With a Masters' Degree in International Security underpinned by 27 years of in-depth expertise in the provision of safety, security and risk management, Claire is a former senior police officer, global security consultant for Formula 1 and head of safety, security and facilities at Teesside University. Claire's wealth of experience in security, risk and resilience gives her deep credibility and insight into an industry in flux.

A PASSION FOR SECURITY:

Claire is passionate about the security sector. But, recognises that much like other sectors the traditional way of delivering the service is no longer fit for purpose. And so Nuparadigm is trailblazing the way for the evolution of a modern, engaging, and diverse security service and teams, teams that better reflect their community and deliver on the new demands on their service.



OUR MISSION

Nuparadigm's mission? To transform organisational security landscapes. We deliver this through our unique custom built 360 degree safety and security consultancy services and, through our contemporary and inclusive training services via our training brand Nuology.

The outcome for clients? A safe and secure work environment and the ability to attract new and diverse talent, provide innovative ways of working and an empowered workforce who deliver service excellence.

Nuparadigm IS different. As a business owner Claire is committed to investing in, supporting and shining the spotlight on diverse talent. All of our Associates are deeply credible subject matter experts who deliver a fresh and contemporary approach to safety & security consultancy and training. We are committed to delivering excellence and respectfully disrupting the security status quo.

Nuparadigm believes that standing still is no longer an option for security services. And through our contemporary and inclusive change consultancy and training courses we offer you the chance to BE the change and set THE standard for others to follow....



We are proud to announce our partnership with the National Association of Healthcare Security. Our Level 5 Healthcare Security Managers Course starts in September 2024. To find out more about this and all our courses visit nu-ology.com



Scan the QR code to learn more about our courses



Look out for our next Newsletter in November