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# THOUGHT LEADERSHIP

News and critique for security  
and risk professionals

In association with: Perpetuity Research and World Excellence Awards

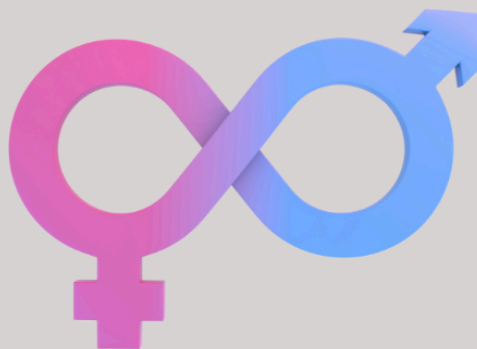
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## Thought Leadership - February 2024

Welcome to the latest edition of Thought Leadership in which we highlight security and risk management research reports as food for thought for you in your job. In this edition:

- Gender equality helps beat corruption
- Securing staff, customers and assets with body-worn video
- France scaling up cyber security in preparation for Paris Olympics
- UK OSPAs celebratory dinner and Thought Leadership Summit
- Analysing the behaviour of terrorists who work alone, in pairs and in groups
- Why serial killers often work in healthcare
- Understanding why mass killings are up in US

– Tom Reeve, Thought Leadership editor – [t.reeve@perpetuityresearch.com](mailto:t.reeve@perpetuityresearch.com)



### **Gender equality leads to great organisational transparency and accountability – and less corruption – say researchers**

Despite there being no evidence that women are inherently less corrupt than men, results of a research study indicate that gender equality in organisations is associated with higher levels of transparency and lower levels of corruption.

That's according to a study by researchers at the University of Burgos in Spain which was published in the European Journal of International Management.

They looked at the complex relationship between gender, governance, and corruption in Europe. The research analysed evidence from 35 European countries between the years 2010 and 2020 to discern the nuanced relationship between heightened gender inequality and increased corruption. Fundamentally, the research found that a substantial female presence in decision-making positions, especially in societies with robust legal frameworks, was associated closely with transparency and lower levels of corruption.

This study does not provide sufficient evidence of gender disparities in terms of attitudes towards corruption. However, it is possible to verify that a greater presence of women in decision-making positions enhances the country's overall gender equality and, ultimately, reduces corruption.

**What do you think?** Have you noticed a difference in decision making processes between homogenous and mixed gender groups? If women are not inherently less corrupt than men, could there be another dynamic at work in making diverse groups more transparent? What are the implications for equality, diversity and inclusion (EDI) policies overall?

**Read:**

- [The attitude towards corruption in the EU under a gender perspective | European Journal of International Management](#)



## Securing staff, customers and assets with body-worn video from Axon

We are proud to have Axon as the headline sponsor for [The UK OSPAs](#)

Body-worn video cameras are revolutionising law enforcement and security, but as more cameras are deployed and more video captured, how can organisations streamline the management of the footage to ensure the video is handled correctly?

Body-worn video (BWV) has been shown to significantly deter acts of violence against staff in retail stores. Research in US retail chains has shown that security staff equipped with Axon BWV experienced a 53% reduction in incidents overall and a 47% reduction in incidents that escalated to violence. As positive as this is, BWV offers additional tangible benefits, including accurate incident recording for legal proceedings, enhanced situational awareness with real-time monitoring, and post-incident procedural reviews for compliance monitoring.

Intangible but no less important benefits include the use of incident video for training and evaluation to enable the wider team to learn from colleagues' experiences.

In an age of phone cameras and social media, one-sided or incomplete recordings of incidents can quickly go viral. With the option for pre-event recording, BWV can provide a more complete narrative for the public relations team.

And the visible use of BWV cameras can positively influence public perception, demonstrating a commitment to transparency and accountability.

For these and other reasons, many organisations are either planning to introduce BWV or, if they have already started this journey, roll it out to more sites and more staff.

If your organisation is one of these, have you considered how BWV fits into your security ecosystem and how to manage these devices?

Axon views BWV as a journey from incident to adjudication. Having captured an incident on camera, the video must be securely downloaded, analysed and packaged as evidence while maintaining an audit trail to ensure evidential integrity.

Axon not only offers a range of BWV devices but also a suite of post-incident analysis software, including image redaction, audio transcription and the rapid and forensically-sound review of video evidence. With its open API platform, it can also be easily integrated with other video solutions.

Mike Shore, Vice-President and General Manager of Enterprise at Axon, commented: "In a post-COVID

world, workplace violence rates have risen to epidemic levels. Axon Suite of Integrated Technologies is designed to deter and de-escalate potentially violent incidents to ensure that frontline workers feel safe on the job.”

To learn more about the Axon Suite of Integrated Technologies, visit <https://www.axon.com/products/axon-body-workforce> where you can also register for the Axon Body Workforce launch webinar.



## France scaling up cyber security efforts to protect Paris Olympics

The French National Police has established a dedicated cyber crime unit as authorities warn that cyber attacks are one of the greatest threats to the Paris Olympics.

The new agency, the French Anti-Cybercrime Office (OFAC), will start with 180 staff and target online fraud and facilitate intelligence sharing. The next step is to create cyber crime units for each French regional department over the next three years.

Meanwhile, the focus is very much on the cyber threat to the Paris Olympic and Paralympic Games which will run from 26 July to 8 September 2024. Interpol has warned that cyber criminals will attack ticketing, internal management and transportation systems with DDoS attacks, phishing emails and fake websites.

France passed new legislation in May 2023 to establish a legal framework for the 2024 Olympics.

**What do you think?** Does your organisation understand its cyber threat profile? What is your organisation doing to develop its links into security agencies and leverage government assistance?

**Read:**

- [France: New Law Establishes Legal Framework for 2024 Olympic and Paralympic Games](#)
- [France's OFAC to Tackle Cyberthreats Ahead of Olympics](#)
- [Cybercrime 'greatest threat' for Paris Olympics: Interpol](#)
- [LAW no. 2023-380 of May 19, 2023 relating to the 2024 Olympic and Paralympic Games and containing various other provisions \(in French\)](#)

## The UK OSPAs awards dinner and Thought Leadership Summit

The OSPAs Thought Leadership Summit sponsored by the National Security Inspectorate (NSI) and Awards Dinner with headline sponsor Axon is returning to the Royal Lancaster London on 22nd February.

The Thought Leadership Summit provides an unparalleled opportunity for security providers and industry stakeholders to gather, delve into, question and deliberate the topical issues impacting the UK security sector. The event creates an environment that promotes the sharing of best practice amongst attendees, fostering cooperation.

The OSPAs Awards Dinner is a celebratory evening open to everyone from across the industry to recognise and reward outstanding performance, while providing a platform to socialise and network with like minded colleagues. This year's awards will be hosted by renowned actress and comedian Zoe Lyons.  
Book for these events now!



### Comparing and contrasting terrorists who work alone, in pairs and in groups

Analysis of more than 140 individuals convicted of extremist offences in England and Wales has revealed how terrorists who act alone, in pairs, or in a group differ in background, social influence and activity. Researchers from Nottingham Trent University analysed more than 140 individuals convicted of extremist offences in England and Wales, looking at the number of people involved in each attack and their social background and influences.

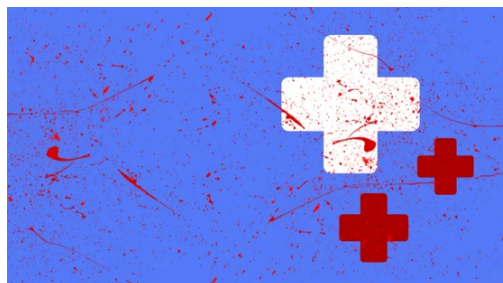
In total, 44 lone actors, 20 lone pairs and 79 group actors were identified in the sample. Both lone and group actors were typically male (over 90%) with the figure lower for lone pairs (75%). The average age for all perpetrators at sentencing was under 30 and the majority were born in the UK. Over time, lone-actor attacks have become increasingly prominent, whilst the opposite is true for group attacks.

The researchers found that attackers affiliated with the Extreme Right Wing were more likely to commit attacks alone or in pairs, in contrast to Islamist extremists who were more likely to attack as a group.

The internet was also found to play an important role in radicalisation pathways and attack preparation for lone actors and lone pairs, but a lesser role for group-based attackers. Lone-attackers were more likely to signal their intent online, which may make it easier to detect them and to counter attacks at an earlier stage, they said.

**What do you think?** Are security agencies and the police sufficiently transparent about the terror threat specific to your geographical areas of operation and your business sector? What other sources of information are available in your business sector and do you find them useful?

**Read:** [Differences between lone, pair and group terror attackers analysed in study | Nottingham Trent University](#)





### **Why serial killers often work in healthcare**

While they're very rare, serial killer healthcare workers often share common traits, and they target a specific, and very vulnerable, victim pool, according to Xanthe Mallett, a forensic criminologist at the University of Newcastle writing for The Conversation website.

There are many drivers for serial killers, but serial killers such as Lucy Letby, convicted of murdering seven infants in a neonatal unit, are generally classified as 'custodial killers' who murder dependent people in their care.

Another custodial killer is Harold Shipman who is suspected of killing up to 250 elderly patients, mostly women, in his care.

While limited research has been conducted on serial killers in healthcare, the author examines some trends among serial killers that can help shed light on the role of the profession in the act of serial murder.

In the cases of Letby and Shipman, there were many warning signs over months and years that pointed to their activities which were dismissed, ignored or misunderstood by those around them and those who could have stopped them.

**What do you think?** What can we learn about organisational psychology from these custodial killer cases? How does your organisation deal with indicators of criminal behaviour in general including financial crime, physical assault or regulatory breaches? What lessons can we learn from the inquiries into these serious crimes that might be applicable to our organisations?

**Read:** [Access and attention: why serial killers like Lucy Letby often work in healthcare](#)

### **Mass shootings up as overall homicide rate falls in US**

Last year set a record in the US for mass shootings, according to an academic from Northeastern University who has studied mass killings for more than four decades.

There were 39 mass killings in the US in 2023, the definition being a single incident in which at least four victims died. Ten of these took place in a public setting, and it exceeded the previous record of 36 set in 2022.

Publicity around mass shootings, especially those which take place in public places, engender high levels of fear. The author of the report said the killings appear to be driven by economic hardship and political division in the US.

The increase in mass shootings contrasts with a 12% drop in homicides overall, but this must be seen within the context of a 30% increase in homicides during the pandemic.

The number of mass killings is predicted to remain about the same in 2024.

**What do you think?** If you operate in an area where mass shootings occur, what is your organisation doing to understand and mitigate the threat?

**Read:** [Homicides in US dropped by 12% in 2023, but country set a record for mass shootings, expert says](#)

# World Excellence Awards Calendar

Event	Entries Open	Entries Close	Finalists Announced	Awards Presentation
UK OSPAs	Entries are closed.	Entries are closed.	Finalists Announced.	22nd February 2024
India OSPAs	Entries are closed.	Entries are closed.	22nd February 2024	14th March 2024
New Zealand OSPAs	Entries are open!	8th February 2024	3rd March 2024	5th April 2024
Ireland OSPAs	Entries are open!	20th February 2024	26th March 2024	17th May 2024
Nigeria OSPAs	Entries are open!	12th March 2024	23rd April 2024	TBC
Cyber OSPAs	Entries are closed.	Entries are closed.	20th February 2024	23rd April 2024
SSEAs	Entries are closed.	Entries are closed.	11th March 2024	30th April 2024

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