



**CAMOR**<sup>®</sup>

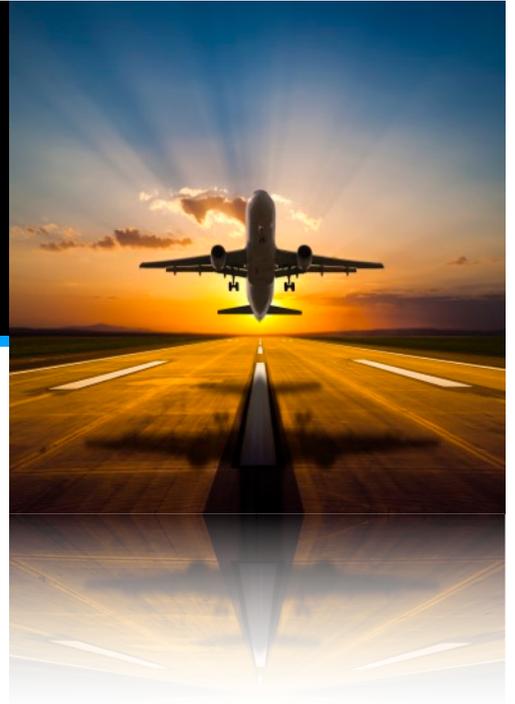
Risk & Security Solutions



**AVIATION SECURITY PROGRAM**



**CAMOR**  
Risk & Security Solutions



[CAMOR Ltd](#) are a specialist security company specialising in Aviation Security. With our team of security experts, all of whom come from a UK Counter Terrorism background, we offer risk and security solutions that are threat informed, vulnerability focused, and impact driven. We are a recognised training provider by the Civil Aviation Authority (CAA) and are a [Scottish Qualifications Authority \(SQA\) approved training centre\\*](#). We offer academic qualifications and learning courses that are state of the art, digital, interactive and current. We are also members of the UK Register of Security Engineers and Specialists (RSES) and approved by the UK Centre for the Protection of National Infrastructure (CPNI.)

*“CAMOR use innovative teaching methods and offer a wide range of bespoke security products and by using training needs analysis they are able to deliver niche training which is positively reinforced with discussions and exercises. Key security skills are further endorsed with an SQA accreditation. Their Training Team are predominantly from an emergency services background who are passionate about their subject matter.”*

**Kate Kilgour- Glasgow Prestwick Airport Security Operations Manager**

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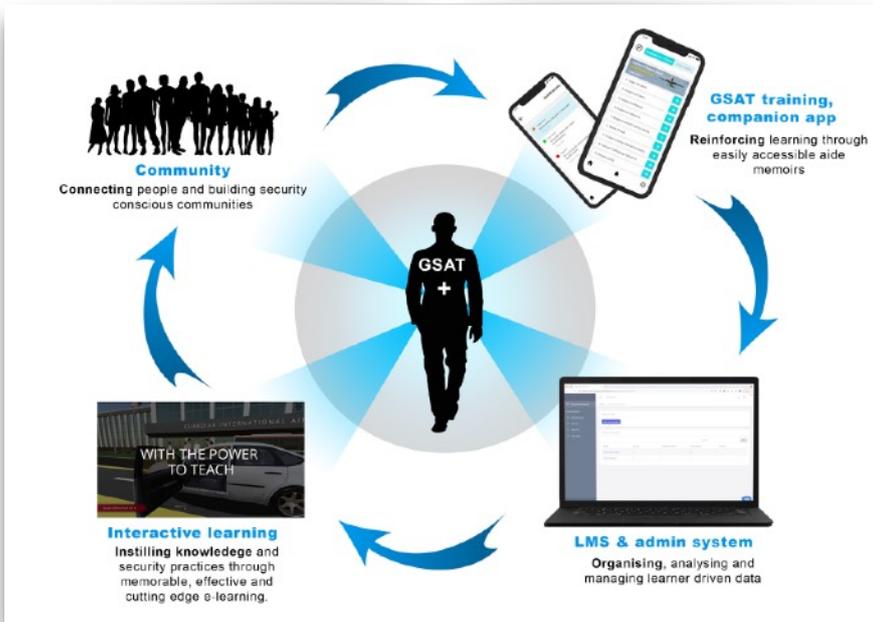
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**Simulated Exercises, tabletop and Liveplay**

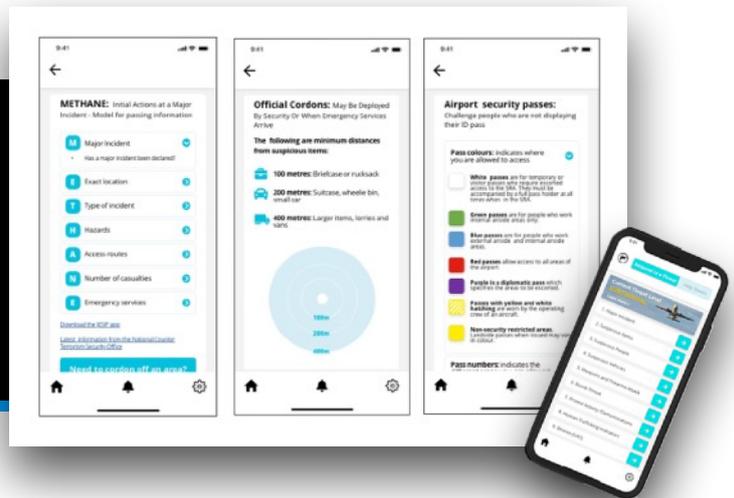
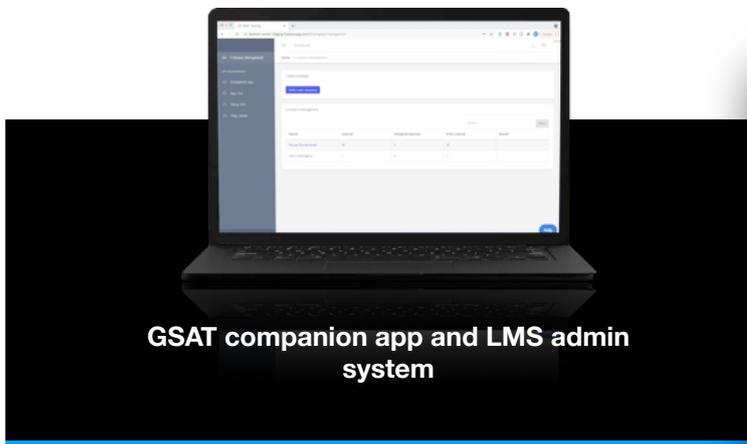
\* [CAMOR offers courses that have been credit rated at Level 4 on the Scottish Credit and Qualifications Framework \(SCQF\) with either 1 or 2 credit points. SCQF level 4 is comparable with level 1 on the Regulated Qualifications Framework \(RQF\) and level 2 on the European Qualifications Framework \(EQF\). See Qualifications can cross boundaries at \[www.scf.org.uk\]\(http://www.scf.org.uk\).](#)

# General Security Awareness Training linked to CAMOR's App TM and LMS Admin system

**General Security Awareness Training (GSAT)** is mandated for staff working in the aviation industry and must be completed as a regulatory requirement. CAMOR has engaged with industry partners to design a learning process delivered through an immersive online training platform, which provides visualisation and interaction for different scenarios and incidents using computer Gamification technology. This allows individuals to consider and practice decision-making processes, responses and actions, utilising real-world visualisations and experience of operational scenarios/incidents. Our GSAT training app, companion app and Learning management System (LMS) work together to give you the tools to track training profiles across a workforce, & provide instant updates to staff on security incidents and threats. The portable training 'companion' APP; is accessible on any mobile device and will support and reinforce training with 'aide memoirs and checklist' and advice at any 'moment of need'. This includes push notifications to alert staff of 'routine', 'be aware' or 'urgent' issues.



**CAMOR's GSAT product is a multifaceted, security training solution that contributes to a stronger security culture within your organisation through integrated systems. It's so much more than just training, it is experiential, immersive, community focussed and intelligent.**



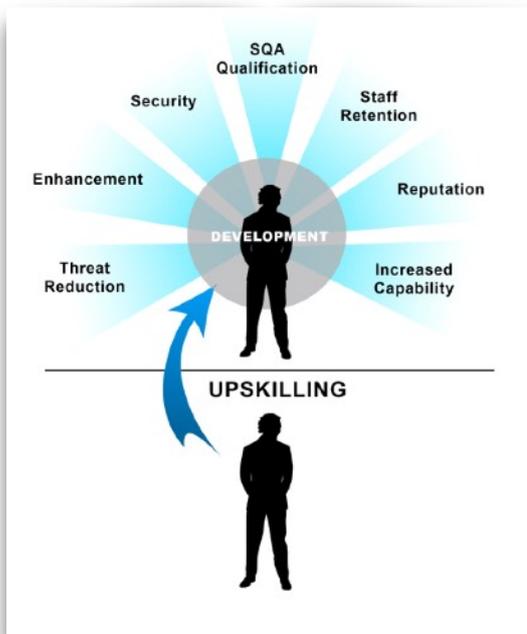
## GSAT Interactive gameplay from training app



View the CAMOR GSAT product trailer here: <https://vimeo.com/557572311>

## Specialist Response (Enhanced Safety & Security Operations) - SQA Accredited

Our 3 Day Specialist Response training is designed to develop airport security personnel into an enhanced Specialist Aviation Security team, complimenting the police presence whilst maintaining the aviation security provisions set by CAA and DfT regulations. In essence, beyond the potential financial benefits, this upskilling will also improve coverage, flexibility, accountability and control. By successfully completing the 3 (or optional 5) Day Specialist Response (Enhanced Safety & Security Operations) training, security staff will be able to recognise, plan for, manage, report and respond professionally to suspicious behaviours, activity or incidents, working in partnership with law enforcement. By understanding impacts and responses and creating a strong security culture within your organisation you will reinforce the message that security is everyone's responsibility.



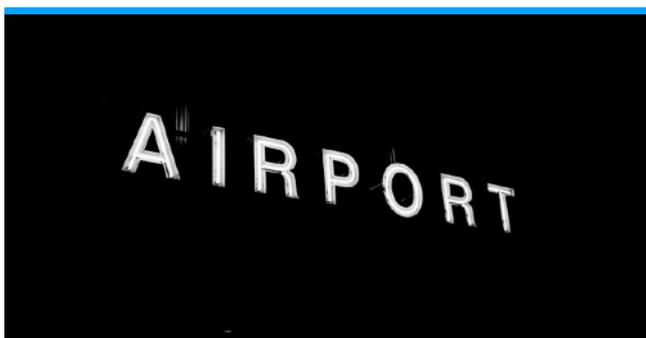
### Benefits of Upskilling

- ✈ Reinforced security coverage
- ✈ Staff motivation and autonomy
- ✈ Increased staff vigilance and response
- ✈ Staff development and progression
- ✈ Security conscious workforces



Our course content has been carefully crafted by our experienced, security experts to ensure staff are educated and knowledgeable in fundamental security practices and potential threats with in the aviation environment. All subject areas with in the course content are supported by exercises, reviews, and personal reflection- enriching the learning process and aiding retention.

U P S K I L L I N G   S T A F F   I N   A V I A T I O N



## Managing Personal Safety (Disruptive passengers & Workplace violence)

Safety and security in aviation is a priority, on rare occasions, we can face situations that are challenging and potentially have the risk to cause real harm. Many terms are used when dealing with individuals that pose a threat to our safety and security, difficult customers, unruly behaviour, disruptive passengers to workplace violence. The consequences of workplace violence and disruptive passengers can be damaging both physically as well as psychologically and can have a long-term effect on an individuals confidence and mental health. This practical face-to-face course will give staff the tools they need to help manage conflict, assess the risks, de-fuse and de-escalate potentially volatile situations. We will teach staff how to identify the signs and indicators to prevent behaviours from escalating, teaching the techniques that can be used to manage conflict. Working with a team of highly skilled security experts we provide your staff the knowledge required to professionally manage potentially critical situations with confidence.



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### Course Benefits

- ✈ Identify the causes and triggers of disruptive behaviour
- ✈ Identify the early indicators or disruptive behaviour
- ✈ Identify the relevant legislation that relates to disruptive passengers
- ✈ Demonstrate the resolution of a disruptive passenger incident, including application of a risk-based approach and the tactics to resolve the issue

This training empowers and equips employees with the knowledge and knowhow to respond to threatening and disruptive behaviours.



## Insider Risk Online Course for Aviation

CAMOR has teamed up with one of the UK's leading online training developers to develop an online training course on Insider Risk, for all staff within the aviation sector. The course is assessable and is 'state of the art', requiring active participation by the 'learner'. It has been designed to embrace advanced and evolving learning technology. Much of the learning is provided through the examination of case studies and scenario-based learning. At the conclusion of the course, all participants should be aware of the basics in relation to insider risk mitigation and what their role is to combat this threat. Both malicious and Non-Malicious Insider activity is considered within the course content.



Interactive  
Engaging  
E-learning



U N D E R S T A N D

I D E N T I F Y

M I T I G A T E

### Benefits of Insider Risk Training

- ✈ Business protection from reputational, organisational and financial damage
- ✈ Employee protection from Insider incidents
- ✈ 'Insider aware' workforces providing extra security coverage
- ✈ Effective strategies in response to Insider activity
- ✈ Understanding of how to identify and support vulnerable employees as a means of threat mitigation

Follow this link to view  
the product trailer

<https://vimeo.com/555227161>



## Detecting and Responding to Hostile Reconnaissance (1 day) - SQA Accredited

Hostile reconnaissance forms a major part of the terrorist attack cycle employed by terrorists prior to both final target selection and the attack on the intended target itself. It is whilst conducting hostile reconnaissance that individuals with illicit intent are susceptible to detection due to their suspicious behavior and/or actions and any intervention at this stage could mitigate or prevent a terrorist attack. The CAMOR 'Detecting and Responding to Hostile Reconnaissance' course is designed to develop the students' skills, knowledge, and understanding of hostile reconnaissance, and the methods which can be employed as the means to Detect, Disrupt and Deter individuals engaged in preparation for acts of terrorism and other criminal or illicit activities. Students will be taught the protective security protocols that can be employed to disrupt and mitigate the threat of hostile reconnaissance, including the 'Power of Hello' and an introduction into behavioural detection as a means of identifying individuals involved in hostile reconnaissance or suspicious or illicit behaviour and the protocols that should be employed in respect of incident response including dynamic risk assessment, resolution conversation and recording and reporting incidents perceived to be hostile or of a suspicious nature.



CAMOR's course provides students with the knowledge and understanding of the current Threat(s) to UK National Security & Critical National Infrastructure (CNI) imposed by individuals employing hostile reconnaissance as a means of attack planning.

## Crisis Management (1 day) - SQA Accredited



**What is a crisis?** - In its simplest form a crisis is an unanticipated event or issue that may disrupt the day-to-day operations of an organisation with the potential for significant safety, security, financial and reputational damage. Our 1 day course is designed to drive a deeper understanding of Crisis Management by considering the types of crisis, the stages of crisis management and crisis management lifecycles within organisations. Our ultimate aim is to drive and instil a pro-active approach in companies who may need to update their crisis management approach or indeed begin the process by considering effective practices and planning arrangements.

## Defensible Decision Making (1 day) - SQA Accredited



**D E C I S I O N S**

Decision making is a core element of any effective response to emergencies

During an emergency, decisions have to be made with the information available at the time. In hindsight, some decisions may be seen as ineffective and any subsequent debrief or enquiry will almost certainly analyse those decisions to cast doubt on the validity of the decisions and the decision maker. Our 1 day defensible decision-making course is designed to develop the basic principles of decision making and to consider the structures, tools, and influencing factors that can assist the supervisor or manager to filter out the 'noise' and demonstrate rationale and logic in the process. Decision making is a core element of any effective response to emergencies. Limited or incomplete information can make it difficult for any principal to make those decisions in conjunction with partner agencies and which can ultimately lead to a successful resolution and outcome.

## Counter Terrorism- Protect Duty (1 day) - SQA Accredited

The UK Government is currently undertaking a wide-ranging consultation exercise with the security industry and other individuals, to identify what measures will be required to ensure that all Publicly Accessible Locations (PALs) are protected against the threat from terrorist attack. Training of staff is seen as one of the best ways to develop a sound protective security environment within a venue. By engaging with, and upskilling, security, and other staff, a venue can become target hardened to a variety of threats, including a criminal or terrorist attack. This course is designed to be delivered via a facilitated webinar or in a classroom/ face-to-face environment. It provides basic awareness training on the topics of understanding the terrorist threat, effective briefings, recognising hostile reconnaissance and suspicious behaviour, responding to weapons and IED attacks, communication of risk, and evacuation procedures.



### D U T Y T O P R O T E C T

Training of staff is seen as one of the best ways to develop a sound protective security environment within a venue

## Protect Duty- Counter Terrorism training (Online Rise Course)



What is the UK Terrorist Threat Level, and how does this affect our response?

UK Threat Levels, International and M1 Industrial Terrorism



The importance of an effective Counter Terrorism Briefing

Counter Terrorism Briefing also a fundamental role in understanding and identifying the organisation's weakness. The nature of these briefings can be improved or which strategy can be implemented.

Actions to be undertaken during, and after, receiving a CT briefing

The counter terrorism training will contain a list of essential details. It is vital to ensure how to effectively and accurately brief the employees and staff in order to respond. Below, you can find more information. Click on the first tab below to reveal the information.

This online course has been developed for staff, supervisors and managers, to upskill them in the basic responses expected to terrorist or other forms of attack. It can be undertaken by staff at their own pace, whilst within the workplace, and provides them with an awareness of the current terrorist threat and what form this can take. It also provides an outline of the actions which should be taken by staff prior to, and in the event of a terrorist attack, including responding to the threat from suspicious packages, IED and weapons attacks. The training examines what constitute suspicious behaviour and hostile reconnaissance and how this activity would be conducted prior to a terrorist attack. Other key subjects covered include the role of effective communications and issues which should be considered when considering evacuation of premises.

## Counter Terrorism (CT) Risk Assessment and Security Planning (1 day) - SQA Accredited

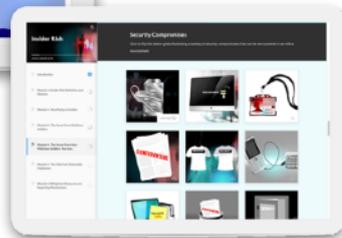
The forthcoming Protect Duty will place a statutory obligation on Publicly Accessible Locations (PAL) to develop CT security plans in order to safeguard their customers, employees and contractors from attack. Effective and proportionate security planning of this nature requires specialist CT Risk Assessment capabilities including an understanding of Terrorist methods of operation, the ability to assess venue vulnerabilities and the selection of protective security measures through the interpretation of risk. This course has been designed by a leading specialist in the field and combines theory with “real world” scenario-based exercises. It provides participants with an introduction to practical skills required to conduct Risk Assessments and develop protective security plans which are effective, proportionate and represent “defensible decision making”.



## General Employee Vulnerability and Insider Risk (Online Rise Course)



This online course has been developed to upskill staff within an organisation to recognise and understand insider activity, and what is expected of them when they detect or encounter such activity. It can be undertaken by staff at their own pace, whilst within the workplace. The risk from insider activity, or the exploitation of vulnerable employees, is possible within any sector or organisation. Understanding what constitutes employee vulnerability and Insider Risk within your organisation, is paramount in protecting it from physical, financial and reputational damage. Awareness training in what motivates an Insider, the methods of attack, and behavioural indicators enables an organisation to develop an understanding of the risk, consequences and mitigation activity.



## E - L E A R N I N G

CAMOR's online courses feature engaging visuals and videos to communicate concepts, they integrate a variety of content checking activities to reinforce learning and let the user explore and discover information through interactivity.

## Employee Vulnerability and Insider Risk (Managerial Awareness) (1 day) - SQA Accredited

Our 1-day face-to-face 'Employee Vulnerability and Insider Risk' course is designed to provide managers and supervisors with an understanding of Insider Risk within the aviation sector. While Airports employ new technology to mitigate threats that they face, terrorist and organised crime groups will seek alternative methods to exploit potential vulnerabilities within the airport. The Department for Transport (DfT) and Joint Terrorism Analysis Centre (JTAC) have identified insider activity as a potential method of attack. In addition to deliberate (malicious) insider activity, non-malicious activity by staff can also fall under the 'insider' classification and require to be addressed. The issue of insider risk within the aviation sector has not gone away during the pandemic, and indeed the threat may now be even greater as many employees have been furloughed or laid off. As the sector starts up again, there is the danger of dissatisfaction and disengagement within some parts of the workforce, and airports and the wider aviation sector must be prepared and ready to meet this challenge. Insiders continue to challenge security countermeasures, exploit potential vulnerabilities, and increase their knowledge of security procedures for their own purposes. The first line of defence to an Insider threat is the employees themselves. Setting values and creating a strong security culture within an organisation is fundamental to the success of an Employee Vulnerability and Insider Risk campaign.



## Behavioural Detection (3 days) - SQA Accredited

Every successful major terrorist attack within the UK, and around the globe in general, has involved employing hostile reconnaissance as part of the terrorist attack cycle prior to final target selection and the attack itself. It is whilst conducting hostile reconnaissance that individuals are susceptible to detection due to their suspicious behaviour and/or actions. Our Behavioural Detection Course has been both designed and will be delivered by a Subject Matter Expert with 20+ years of operational deployment, practical application and training delivery experience within the aviation & maritime policing environment. The Course is designed to develop the students' skills, knowledge, and understanding of employing behavioural detection, as the means to Detect, Disrupt and Deter individuals engaged in preparation for acts of terrorism and other criminal or illicit activities. It is delivered using blended learning to provide students with the knowledge and understanding of the current terrorist threat(s) and the advantages of employing behavioural detection as a means of threat mitigation. Students will learn how to recognise suspicious behaviour & activity requiring further investigation, and will be taught resolution conversation as a means of identifying and resolving issues.



## Simulated Exercises, Tabletop and Liveplay



CAMOR have been involved in conceptualising, developing and creating a variety of Table-Top exercises in a wide range of subject matter areas, including Emergency Response; Insider Risk; Firearms and Weapons Attack; Terrorist Attacks; Business Continuity and Incident Response. These include facilitated discussion sessions where team members meet in an informal virtual or classroom setting to discuss and evaluate individual's roles, test plans and responses during an emergency to establish their effectiveness.

CAMOR's team are highly experienced with over 300 years of experience in International Military, Policing and Emergency Services, and all come from a Counter Terrorism, Counter Corruption and Protective Security background. Our profiles can be found on our website [www.camor.co.uk](http://www.camor.co.uk)

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