

Watchword Risk Management



Campus Security & Operational Safeguarding

The Health and Safety Executive (HSE) says that education staff are one of the groups most at risk from workplace violence. Watchword's risk management service is designed to reduce the likelihood of harm to your students, visitors, staff and infrastructure.

We have been supporting educational institutions for several years; today, our Safety Wardens are deployed on multiple campuses, where they promote a positive culture, gaining the trust and respect of students, and are trained in conflict resolution and restorative practice.

The Risk Management service adds to this capability by formalising the process of capturing operational risks, then helping you put in place plans for managing them.

Beyond making campuses safer, formalising risk management processes and plans goes a long way towards meeting Ofsted's requirements for campus safety and Government direction regarding the Terrorism (Protection of Premises) Act 2025.

The service will help staff respond appropriately to abnormal events, which can be anything from an armed intruder to a medical emergency or theft, by ensuring they are aware of all potential risks and can then be trained in handling them appropriately.

Reactive interventions, after an incident has occurred, represent a failure somewhere in the system; preventing the behaviour is the ultimate goal, and it is here that the new service is most valuable; a comprehensive analysis of campus - specific security and safeguarding risk forms the basis of informed, proactive planning and policy - making.

Our Risk Assessment Model:

CULTURE AND PREPAREDNESS: ENGAGE WITH KEY STAKEHOLDERS

ANALYSIS OF THE CAMPUS SITE

IDENTIFICATION OF THREATS, VULNERABILITIES AND CONSEQUENCES

THREAT AND VULNERABILITY LIKELIHOOD ASSESSMENT

RISK CALCULATION

PROTECTION OBJECTIVES AND MITIGATION MEASURES

RESIDUAL RISK CALCULATION

Who we have worked with



Watchword Risk Management



Our Risk Assessment Model

Step 1: Understanding the college site(s).

- Campus layout - Identify all routes into the college by pedestrians, vehicles and goods, along with likely peak volumes/times.
- Essential services access locations.
- People – Key roles relative to security – Leadership Team, Duty Managers, Safeguarding Team, Reception, Estates, H&S and Operations.
- Identification of all key facility operational functions, activities and process flows to indicate potential security requirements.

Step 2: Threats and Consequences

- Exploration and analysis of the characteristics of risk/threat sources.
- Risks prioritised.
- Development of Risk based Scenarios that support subsequent Consequence, Vulnerability and Threat Likelihood assessments.
- Inform risk mitigation measures.

Consequence Assessment.

- Stakeholder engagement and research to determine consequences in the key areas of Life/Health, Loss of Process, Loss of Containment, Environmental, Financial and Reputational damage.
- Identification of direct and indirect consequences at the owner/operator and community levels including anticipated severity.

Step 3: Vulnerability and Likelihood Assessments

Vulnerability Assessment.

- Provide a framework for assessing vulnerability of the site taking account of the key functional areas of Deterrence, Detection, Delay, Response and Resilience.
- Produce 'Adversary Sequence Diagram' to map routes and approaches assailants might take.

Threat Likelihood Assessment.

- Assess the likelihood that each identified scenario might occur.
- Analysis of Threat Source capability to conduct each type of incident and Target Attractiveness of the college sites.

Incident Management

DEFINITION OF INCIDENTS

BUILDING AN INCIDENT MANAGEMENT TEAM

INCIDENT MANAGEMENT METHODOLOGY

INCIDENT SPECIFIC CHECKLISTS

POST INCIDENT RECOVERY PLAN

INCIDENT REVIEW

Example Incidents

ARMED STUDENT/ ARMED INTRUDER

MISSING STUDENT

VIOLENCE ON CAMPUS

UNAUTHORISED ACCESS / TRESPASSERS

NATIONAL EMERGENCY

MEDICAL EMERGENCY

CRIME ON CAMPUS - THEFT, ARSON, CRIMINAL DAMAGE

Watchword Risk Management



Campus Safety

Step 4: Risk Calculation.

- Scores for Threat, Consequence, Vulnerability and Threat Likelihood assessments (derived at Stages 2-3) are captured on the Risk Register and make up the final Risk calculation.
- Development of a Risk Register, a dynamic document which summarises all security risk-related information, can be updated on a regular basis in line with changes in the risk context and provides the college with a tool for ongoing Risk Management activity.
- Enables college management to see where and what Risks sit outside of the organisations Risk Tolerance thresholds.

Step 5: Protection Objectives and Mitigation Measures

- As an output of the Risk Calculation, the creation of a set of high-level Protection Objectives for each identified Risk Scenario.
- Protection Objectives inform what level of performance risk mitigation measures need to achieve in order to bring Residual Risk to within acceptable thresholds.
- Establish Protection Objectives and associated target risk reduction levels using technical, physical and procedural measures.

Step 6: Residual Risk Calculation.

- Engagement with the college to determine Risk Tolerance and desired Residual Risk levels.
- Provide a framework to allow the college to gauge the potential reductions in Risk scores that might be achievable through the implementation of mitigation measures.

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