



International Foundation for Protection Officers

Knowledge to Protect

International Women's Day
8th March 2021

#ChooseToChallenge

#IWD2021

In the UK there are almost 38,000 female holders of SIA Licences, which sounds like a big number, until you realise that there are over 370,000 license holders (as of 4th March).

Of course, there are many women in the sector who do not have licences as they are not in frontline security roles. They may be in sales, technical, HR, investigations, security management and many other positions. The one thing we can say, with some certainty, is that there are not enough.

Security roles are wide-ranging and can offer challenging and rewarding careers in a sector that is vital to both society and the profitable running of businesses.

Along with Education and Mental Health/Wellbeing, The International Foundation for Protection Officers is committed to promoting Equity, Diversity and Inclusion and here we are trying to highlight just a very few profiles of many women working successfully in the sector. As a proud member of the **Security Commonwealth**, we are working with colleagues to promote all of these issues.



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Women in Security Profiles

A few of the very many successful women working in the security sector.

Victoria Nkemdilim Ogbuehi CPP, PCI, MSyI

My utmost excitement for existence emanates from the fact that I am a 'woman' a gender that I appreciate with great intensity for their exceptional beauty and resilience.

For some people, being a woman is considered a hindrance especially in the field of security and they may be justified somehow as 'security' is considered a masculine role. Those are just notions, but we are beginning to see women leading the Global Security of respected and highly rated multinationals. Look at Sarah Armstrong of the Microsoft Group, for example, there are a lot of Sarah's out there that are doing great exploits and their actions and inactions are beginning to challenge the status quo and also re-writing the narrative.

My journey to my current role was quite a long one but I surmounted some of the insurmountable because I always insisted that people/recruiters/employers never asked me what I could bring to the table as a 'woman' but as a professional. For all the up-and-coming women in security, I just want to advise that you hold on a little longer and see all the barriers to your aspirations crash to the ground.

Lynda Moore MSyI RISC

Managing Partner, FM CONTRACT WATCH

My introduction to Security was as a temporary Secretary for a week and my career has, so far, spanned 42 years. I joined a regional contract security company in a secretarial/administration role and gained hands-on experience in all aspects of the business resulting in promotion to Board Director and then Managing Director for my final 10 years with the organisation. I spent over 30 years with this company before I decided it was time for a change, although still in the security sector.

For the past 10 years, I have been running a small Security Consultancy which provides independent audits testing on-site security throughout the UK. In addition, we set up the ACS Pacesetters, an association for Security Companies who have achieved an ACS score in the top 15% of all accredited businesses. We felt that there should be a differentiator between the 800+ companies who have achieved ACS accreditation as some just reach the mark and others invest in ensuring that they reach the highest criteria.

Currently approximately 10% of workers in the UK security industry are female and they have a particularly important part to play in an industry which historically was male dominated.

Natalie Freakley

Customer Experience Manager, Fenix Monitoring

I have 20+ years' experience in customer service environments within 2 industries travel and banking. I have also have a number of years' experience managing the customer experience which leads me on to the start of my security career.

I was appointed the customer experience manager of Fenix in July 2020 in the middle of the pandemic to lead the customer experience strategy. Myself and Fenix are passionate about delivering a customer experience that is second to none.

I had the honour of being nominated for the Women in security awards this year and was humbled to be amongst some fantastic inspirational women within the security industry. There are so many opportunities to develop I would encourage more women to join the industry. I am always excited to see what is happening next.

Houdah Al-Hakim CSMP

CEO and Founder, Quick Click Security

Houdah started out in the legal industry and is a qualified solicitor who left the law to become more involved in the private security sector. In 2013 (whilst still training to be a solicitor), Houdah started and helped manage a security firm focused in Door Supervision. Having left the law firm and moved into legal recruitment part time, Houdah decided to keep a hand in the security industry and moved on to consult (mainly on areas such as recruitment, legal, sales & marketing, procurement, operations and standards) for larger security firms in a variety of sectors including corporate, retail, CP and events.

Having also held an SIA licence and worked on the frontline, Houdah had not only acquired a variety of perspectives but had found an actual passion and was determined to utilise her background to work with others to raise standards and promote opportunities in the industry.

In 2017 Houdah completed the Level 6 CSMP course with ISMI to further her knowledge and understanding of the security industry at a more senior risk management level. At the same time she began developing an online recruitment/knowledge sharing platform – Quick Click Security, with an aim to centralise information and training and recruitment opportunities for everyone involved in or related to the private security sector.

Houdah is keen to utilise her varied experiences to promote inclusivity, create resources to allow for easier knowledge sharing and networking and to help raise awareness of security as a valid and attractive

career path.

Yolanda Hamblen

Yolanda was inspired to join the Police, following watching television coverage of the terrible events of 9/11 and feeling a desire to play a part in protecting the nation from threats. Yolanda spent the majority of her time as a Detective.

She moved into the private security sector in 2009 and over the last 11 years has worked in Operational Management roles, then Contract Management, Site Management, Account Management and Security Project Management and as an Account Director, dealing with the pioneering technological side of Security, OSINT, travel.

She is a passionate supporter of both diversity in security and mental health / wellbeing. She is a member of the ASIS Women in Security Physical Security Committee and is a member of the IFPO UK and Ireland Advisory Board.

Ally Isom-Leonard MSyl F.IRSM

Security Manager

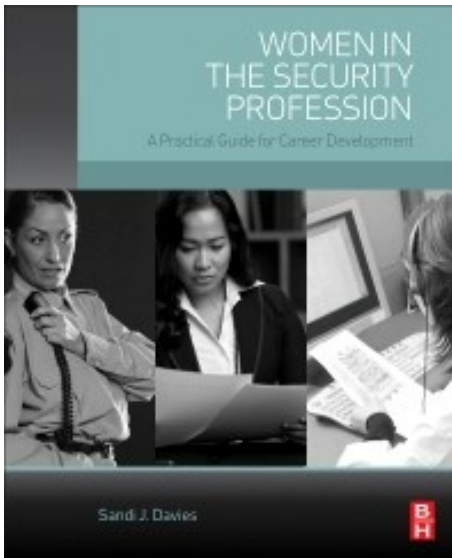
Ally has been in the private security industry for coming into 18 years and has worked her way from the bottom up. Training and education are very close to her having completed many safety and security courses including a post grad with Loughborough in Security & Risk Management and have written bespoke courses for clients which have subsequently been accredited on the OfQual framework. Integrating risk management into security operations.

Ally is very policy driven ensuring that in all fronts the paperwork is in line with current (and up and coming) regulations and best practices. Ally also volunteers time across 2 police services in non-frontline roles.

In February 2021, Ally was voted "Security Manager of the Year" for 2020 in the Women in Security Awards and is an Ambassador for IFPO UK&I.

Women in the Security Profession

A Practical Guide for Career Development



To mark IWD 2021, we are offering **20 free ebook copies** of

[Women in the Security Profession: A Practical Guide for Career Development](#), normal price £42.99

This is a resource for women considering a career in security, or for those seeking to advance to its highest levels of management. It provides a historical perspective on how women have evolved in the industry, as well as providing real-world tips and insights on how they can help shape its future.

Please click [here](#) for your free copy. In the event that there are more than 20 requests, names will be drawn at random.

IFPO - Security Officer Career Development Stepping Stones



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