

The heart of...



Issue 7 Dec 25



What a Night!
Read our review of a fantastic evening at the Amulets 2025.

Welcome to the Christmas edition of the Heart of Amulet:

Just some of the highlights in this edition:

- A special festive message from Kieran
- Frontline Focus with Jiu-Jitsu expert Patryk Oborski
- Who is in Control? Learn more about our CCIC
- We even have an interview with a Teddy Bear!
- The latest Community updates and much more...



Seasons Greetings from all of us at the Heart of Amulet!



Welcome to the Christmas edition of the Heart of Amulet !

Christmas is a season of warmth, and celebration – Our Festive edition certainly delivers on both these fronts. Celebrate our finalists and winners from this year's Amulets and the Shining Stars. Look back over a year of engaging and sharing across our communities; We also hear from our MD Kieran with his special Christmas message.

Thank you to everyone who has contributed, read, and supported the newsletter over the past 12 months. It's your stories that bring it to life.

From all of us at the Heart of Amulet

We wish you a Christmas that's merry and bright! We hope you have a safe and relaxing holiday season.

All the best for 2025.

Keep on sending through your news and stories to
newsandviews@amulet.co.uk



Winner!! Winner!! Winner!!

MASSIVE congratulations to Julie McMinn who took the winnings of £200 in Love 2 Shop vouchers. Jullie found the hidden word which was "Customs".

Well done, Julie!

Make sure you get your entry in this quarter for your chance to win.

Winner!! Winner!! Winner!!



Contents:

- A special Christmas message from Kieran
- What a night! A review of the Amulets 2025
- Protecting the people and places we love- Innovation day 2025!
- My night at the Amulets- Mr T Bear.
- Screening the Screener! Meet Irene Plant
- Traveling is a lot safer with Jiu Jitsu expert Patryk Zaborski
- In Control- Learn all about the CCIC
- Social Recruitment –EDI Champion Margaret Rouse
- Paul's Christmas movie Tips.
- Don't miss Lauren's webinars
- All the latest updates from the Amulet Community, and much much more..

A message from Kieran..



Dear Team,

As we wrap up the year, I just want to say a huge thank you to all of you. 2025 has been a big year for Amulet — we've retained key customers, welcomed new ones, and continued to grow our fantastic team. None of this happens without your hard work and commitment, and I'm incredibly grateful for everything you do.

This year has given us a lot to celebrate, including driving positive change through our **social value** work, including achieving White Ribbon accreditation, supporting Railway 200 to inspire the next generation of rail users to stay safe, fundraising for Railway Children, and continuing our vital work with the Samaritans.

We held our first-ever Amulet Cup charity football match, **raising £1,750** for the Samaritans — a brilliant example of teamwork, community spirit, and doing good while having some fun along the way. These initiatives show our ongoing commitment to protecting vulnerable people and supporting the communities we serve. A big thank you to Tracey Cheung for her hard work in helping us bring these programmes and partnerships to life.

Making a real impact in **local communities** through volunteering and charity challenges. And yes... while some of us are still trying to forget the pain of the Yorkshire Three Peaks, efforts like that say so much about who we are and what we stand for.

Showcasing our **place in the industry**, with standout events such as our round-table discussion and the Amulet Innovation Day — both of which firmly positioned us as a forward-thinking, people-focused security provider that others look to and learn from.

Celebrating our **incredible people** at The Amulet Awards, held this year at the Steel Yard. It was a fantastic evening dedicated to recognising the amazing work you all do every single day, and to rewarding those who have gone above and beyond. The individuals we celebrated truly are the superstars of Amulet and our industry — but the night was also a reflection of all of you, and the heart, pride and professionalism you bring to your roles.

Another standout moment for me was launching our first **Own Your Future** programme. Seeing our first cohort grow in confidence, skill and leadership has been inspiring, and I want to say a special thank you to Laura Waller-Brown and Hannah Bridgman for the huge amount of work that went into making this a truly bespoke development journey for Amulet. I'm excited to welcome the next cohort in 2026 as we continue to invest in our people and support more of you to grow and succeed in your careers with us.

As we head into Christmas, I hope you all get the chance to switch off, relax and enjoy some well-earned time with friends and family. You deserve it.

Looking ahead to 2026, I'm genuinely excited. We have great people, great clients and great momentum — and with that combination, I know we'll continue to achieve amazing things together.

Thank you again for everything you do. I'm proud of this team every single day.

Wishing you and your families a very Merry Christmas and a happy, healthy New Year.

Warm regards,
Kieran Mackie
Managing Director
Amulet



Meet Irene Plant – QBE!



Irene Plant – Screening Administrator

If there's one word to describe Irene Plant, it's content. Not complacent, not idle — but genuinely, happily content. After a career that's spanned finance, photography, and a whole lot of people skills, Irene has found her groove in the Screening Team at Amulet, where her calm expertise and good humor keep things running like clockwork.

Irene's journey began when she left school at sixteen and dived straight into the world of accounts. "I started as an accounts officer typing invoices," she recalls. "No fancy qualifications, just good old-fashioned learning on the job." That 'QBE' — qualified by experience — served her well as she rose through the ranks, running accounts departments, working extremely hard before joining AOS in 2015 as Financial Controller. She recalls the interview with a laugh: "I thought they'd see my passport and go 'no, don't have her!' But I was lucky to get there."

When AOS was taken over by Churchill and the finance function moved to Gateshead, Irene thought redundancy was around the corner. But fate (and a good manager) had other ideas. "Barney asked if I'd like to take over Screening instead of leaving," she says. "I didn't know much about it at first, but I learned something new — and loved it!". She transitioned into the Screening Team, where she still works today as the experienced anchor.

Irene worked in Screening until she decided to retire in 2021. But retirement didn't last long. "I came back to help for a few weeks in 2022... then Barney called me up again in April 2023 and asked if I'd like to come back part-time — and I'm still here!" Her return turned out to be perfectly timed, with the Screening Team continuing to grow and evolve.

Now, as part of a tight-knit team of four and a half ("I'm the half," she jokes), Irene helps ensure every employee who joins Amulet passes the strict security checks required. It's a job that's equal parts precision and people skills — and Irene has both in spades.

Her colleagues describe her as organised, supportive, and quietly unstoppable — though Irene insists she just likes "a sense of order." When asked what she enjoys most about the team, she lights up: "We all work in the same way — we're on the same page. And I love that they're all so young! I'm learning new things from them all the time — especially about music."

One of the most colourful chapters of Irene's career was her 11 years with Ede & Ravenscroft, the well-known graduation photographers and gown specialists. Originally there to manage finance for the photography division, Irene soon found herself helping with ceremonies, taking a photography course, and stepping behind the camera. "Graduation photography was lovely. Everything was set up — lights, backdrop. You just had to make people happy on their special day."

What many don't know is that Irene became one of the trusted staff members sent out on the road with the photography kit. "I used to drive vans full of equipment — London, Scotland, all over. I even drove to Paris and Versailles!" For the Open University ceremonies in Paris, Irene drove the equipment van across borders, navigated French roads.

Today, Irene thrives in the Screening Team. Her role involves ensuring every new employee passes stringent checks — right to work, address history, SIA licences, credit checks, AML checks and more. "There's a lot to it. People think it's just ticking boxes, but you've got to be careful you're employing the right people."

Her preferred method? Talking.

"I tend to call rather than email. You can learn a lot about someone by talking to them — how they react, how they behave."



Meet Irene - Continued...

She also manages leavers, oversees right-to-work expiries, and proudly admits: "I do enjoy the spreadsheet side of it. That's probably the finance background!" What she loves most about the team is their shared work ethic: "We're all on the same page. And they're all so young — I'm learning from them all the time."



Outside of Amulet, Irene is part of an all-female choir called Songbirds, and it's become one of the happiest parts of her week. "We meet every Thursday morning. We did our first gig supporting a jazz band — it was really lovely!"

They've already got another performance lined up at a local care home.

Irene also participates in weekly yoga sessions and whenever she can, she enjoys getting out for live music events and theatre trips!

Travel is one of Irene's biggest passions. She's been to Russia, India, China, America, Egypt, Morocco, Hungary, Poland, and all over Europe. Cruises have taken her to Norway, the Caribbean, and even through the Panama Canal. Her favourite? "India. I loved the noise, the colours... everything."

These days she prefers shorter trips or **coach adventures**, which she swears by. "They're brilliant. Stress-free. You get taken somewhere lovely and then brought home again!" Her bucket list still includes **Gdańsk, Israel, Jordan**, and more adventures in Poland.

From finance to photography, from screening to singing, from Parisian roads to choir rehearsals, Irene has lived a life rich with stories, colour and community.



Fun Facts

what's one thing on your bucket list that you haven't checked off yet?

Honestly, not much! Mostly more travel. I'd love to spend more time in the places I've already mentioned — Israel, Jordan, and definitely more of Poland. Gdańsk is next on my list. I've been to Kraków and absolutely loved it, so I want to explore more.

what would be your go to karaoke song if you had to choose one?

My favourite and I've actually done it, is "don't go breaking my heart" by Elton John and I did it with a friend, a male friend, just a friend, and I wouldn't say we smashed it, but we had good fun.

If you could have any superpower, what would it be and why?

My superpower? Hmm... a time machine? No, that's not really a superpower, is it? I've honestly never thought about this. Maybe... being invisible. I'm nosy! I could sneak around and see what's going on.

what's something that your colleagues might be surprised to learn about you

I'm such a chatterbox — I think they already know everything about me. Although there is one thing that will surprise them, because I'm not going to tell them I'm doing this. When this comes out, that's what will surprise them.

In Control at Christmas - watching, protecting and providing response when we need it.

The CCIC, Amulet's Command, Control and Intelligence Centre, is our Central Hub; the core of all our activity.

It is the beating Heart of Amulet itself.

The importance of the CCIC's role in protecting our people cannot be understated. As we enter the holiday period, we have taken the time to take a closer look at the CCIC and the vital role our Controllers play in keeping us safe each and every day.



With our nine-strong core team of Controllers, we can be sure of one thing this Christmas, and indeed for every minute of the New Year, one of the team will always be there to support us. Whatever the hour, whatever the request, the CCIC exist to ensure the continuity of our operation and the safety of our employees.

The responsibility of monitoring our workforce, ensuring managers are aware of any missed employee book-ons forms a vital part of the role.

The CCIC are the communication link between frontline and management. This part of the role takes up a large part of the Controller's time, but it is only part of the many and varied duties that the team fulfil.

The CCIC play a crucial part in monitoring our vast portfolio of vacant property across the length and breadth of the country. Their actions in detecting, analysing and acting upon information received has led to many successful interventions over the past 12 months. We spoke with James Bagguley, Technical Services Director, about the support the CCIC offer the technical services side of our business.

"During my time at Amulet, I have experienced hundreds of activations where intervention by the CCIC has led to the deterrence of criminal activity on site; not just deterrence, but the actions of the CCIC have also led to numerous arrests.

The CCIC are often the first port of call for panic alarms. it's such a vital role. The CCIC will not only liaise with local police forces, but British Transport Police and mobile patrols, as well as management on serious incidents. So it's not just welfare, it's the monitoring and the response that they co-ordinate that makes such a difference."



In control

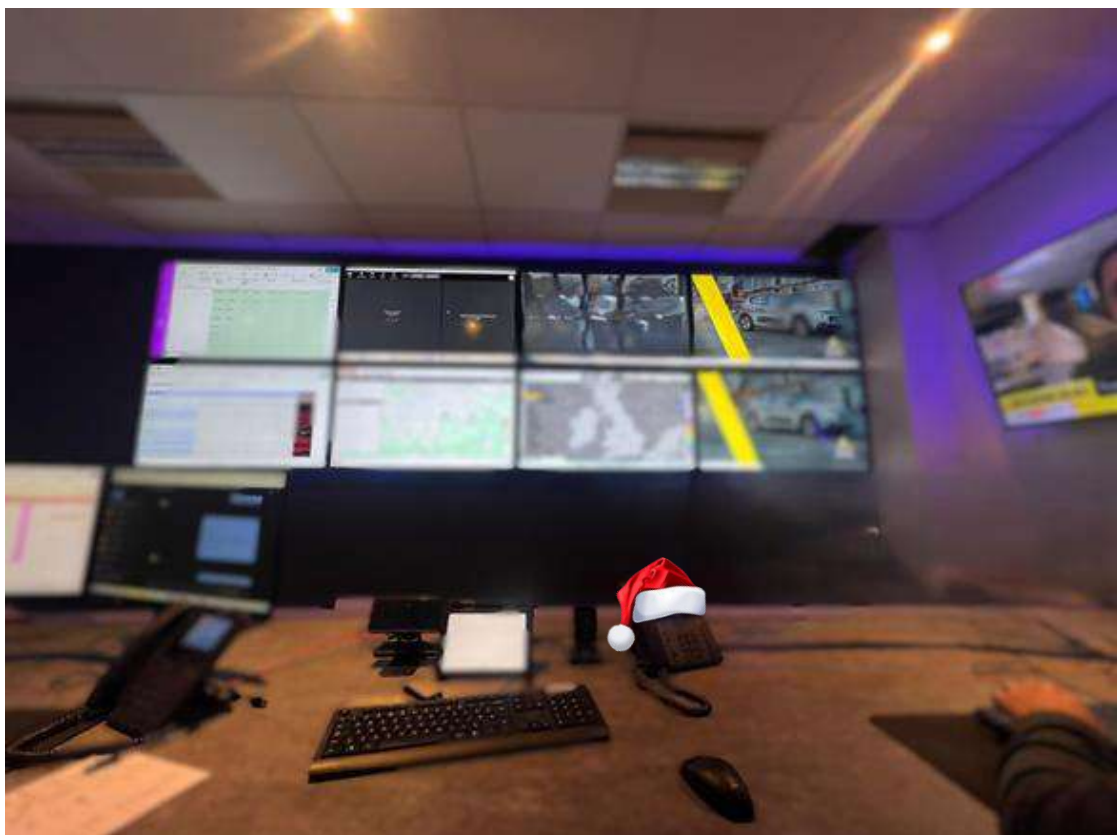
The deterrent effect is never more evident than the great work of the team in protecting sites from vandalism, fly tipping and graffiti. Here, their swift response and adherence to escalation processes has proved invaluable in reducing damage on many sites.

24 hours a day, our teams are alerted immediately, allowing us to respond more effectively, but also being able to develop and evolve the process where required.

Undoubtedly, a large part of the role of the CCIC is taken up with the need to check on those who may have neglected to book on or carry out a required check call. A Christmas wish from the CCIC is that everyone uses the automated book-on system and all managers check to ensure all their rotas are in place and correct. Right people, right place, right time. I have heard the CCIC are even making a list to check on this for Christmas..See who is good and who is not so good; even checking it twice. 😊

The successful use of the systems available will free up our Controllers to focus more on their core function: i.e., to protect our colleagues. To be focussed on response where it is needed and to continue to keep the operational Heart of Amulet beating.

So, if you do get a call to check all is ok this Christmas take the time to wish our Controllers a very Happy one.



SIA Licencing Update

Important changes to Licencing Criteria

It is essential that all SIA licence holders abide by the licencing rules and regulations that are determined by the industry regulator.

If you hold an SIA licence, then you will have received an email from the SIA about some recent changes. The changes were implemented on 1st December 2025, and we wanted to remind you of them here.



Changes to Licencing Criteria

The SIA have updated their rules when making licensing decisions. They apply to:

- Anyone applying for a licence, including renewals
- Current licence holders if new information is received by the SIA which leads them to review their suitability for a licence

Stricter rules have been introduced for:

- Applicants with sex offences or child abuse/neglect offences on their record
- Applicants with prison sentences of more than 12 months



SIA will also:

- Update the list of criminal offences considered relevant
- Require anyone who has lived outside of the UK for a continuous period of 6 months or more within the last 10 years to provide evidence of a criminal record check for each country they spent time in during that period
- Widen the scope of what they can consider under 'other information' (non-conviction) criteria

SIA Licencing Update

Important changes to Licencing Criteria

Changes to Licence Conditions

The SIA have also updated their licence conditions. The updated conditions apply to everyone with an SIA licence:

SIA licence conditions include a requirement to tell the SIA about certain things.

One of the conditions is "you must tell the SIA of any changes to your name or address".

Previously, you had 21 calendar days for a change of name or 42 calendar days for a change of address.

The updated conditions will reduce these time limits:

- 2 calendar days for a change of name
- 7 calendar days for a change of address

Any changes can be reported through your SIA account. If you have any questions, speak with your line manager who will be able to help you.





Meet Patryk Zaborski, Travel Safe Officer, Northern Trains

We were delighted to catch up with Patryk Zaborski, freshly back from his successful trip to Rome, where he competed in the Brazilian Jiu-Jitsu European Championships and claimed a fantastic Bronze medal in the Brown Belt under 85kg division.

Congratulations to Patryk!

How long have you worked for Amulet?

I've been with the company since September 2025. 3 months so I'm still new to the job.

What contact do you currently work on?

I work on the Northern Rail contract based in Liverpool.

What is your current role and? What do you do?

I'm a Travel Safe Officer. I'm the friendly guardian of your journey. I move around stations and trains helping people out, keeping things calm, and stepping in if anything starts getting a bit dramatic. I look out for unusual behaviour, make sure everyone's safe, and support anyone who might need safeguarding. Think of me as your onboard peacekeeper, here to help you get where you're going without any chaos.

What sort of things do you have to deal with on a day-to-day basis?

On a daily basis, I'm helping lost passengers, keeping an eye out for anything unusual, supporting vulnerable people who need safeguarding, and calming down the occasional bit of trouble before it gets out of hand. I'm also watching for safety hazards and working with station staff or BTP when things escalate. Most of the time, I'm simply being a friendly, visible presence that helps the railway run smoothly.

What do you like most about your role?

I really enjoy working with members of the public. As challenging as it can be sometimes, it is still very rewarding and keeps me motivated. I can't see myself working behind the desk in front of a laptop, I'm too active and I like to move about. Dealing with different people and different situations keeps me alert and engaged. No day is the same in this job.



What do you find most rewarding about your work?

Knowing that I might have helped someone who really needed me at the time. Railway is a very chaotic and stressful place. Delayed trains, queues, crowds. Some people find that overwhelming so whenever I get the chance to help someone like that it makes me happy. I think I just like helping people. ☺

Working with Amulet, what are your goals moving forward?

I'm just trying to get better at my current role and gain as much experience and qualification as I can. Whether that will make me progress within the company I'm not that worried about. My goal is to make sure I'm good at what I'm doing currently before I start thinking about career progressions.

Recently you won Bronze in the European Jiu-Jitsu Championships, how did you start on that journey?

It started when I was around 19-20 years old. I was at college at the time and needed a weekend job. My mum paid for my first SIA badge and I got myself a job at a local bar as a door supervisor. I quickly realised that I don't actually know how to control a physical altercation, so I joined a local MMA gym. After the first grappling class I was so obsessed with it, I came back home and told my mum that is what I'm gonna do for the rest of my life. She just laughed at me and didn't believe me at all. Well, she was very wrong. 11 years later I'm still as obsessed with the sport as I was on the very first day.

What challenges did you face whilst preparing for the championships (Diet / Time / Injury etc)?

Diet is probably my biggest weakness. I absolutely love eating. Working as a Travel Safe Officer definitely helped me because I'm getting a lot of steps in. Another positive is that we are always out and about so I don't have the time to think about snacking between meals. There's still a lot of work to be done on my days off haha. Time is always a tricky one, because I always feel like I could have done more. There is always more training you could be doing, there's always extra sessions I could do. The guys I compete against are very often professional athletes or coaches so they get to spend a lot more time on the mats. I have to just find the right balance between training-coaching-working full time-social time. I have 11 years' experience in this and I've always worked alongside training so I think I just found the right balance. I just have to sacrifice some leisure time for training time. It's hard sometimes but I enjoyed this lifestyle so all I can do is just crack on.

What's next for you?

I'm due to receive my black belt in December. After that I will probably enjoy Xmas with my girlfriend and her family and return to competing in February. I will still train and focus on skill development while there's no competitions to get ready for. I coach a lot of guys who compete almost every month so I need to make sure that I'm at the gym helping them get better.



If you could share some advice for anyone who is looking to compete in any field what would it be?

My number one advice would be : MAKE IT HAPPEN.

People often tend to use work and different life circumstances to avoid challenging themselves. If you really want something you will find a way to make it happen. I often don't feel like getting out of bed early and going to training before work but I know that's what makes me happy. I understand why people sometimes feel unmotivated to do things but it's really important that we get out of our comfort zone and push ourselves to do difficult things.

Being an athlete, who or what inspires you?

Everyone who is willing to put the work in. Whether it's training or a professional field. People who force themselves to achieve something always inspire me. When I was a kid my mum worked 3 jobs and she was always tired. She didn't want to do it but she knew it was the right thing to do at the time. That was very inspiring.

As we are moving into the festive season, If you were hosting a party, what three people would you invite and why?

My mum, my girlfriend and my nan. All these 3 people are very close to my heart. Everything I do in my life I always make sure to make them proud. So that would be my perfect party.

What's your favourite Christmas movie?

Home Alone 2. Imagine being a 10 years old with your dad's credit card in the middle of New York. That would be really cool.

In your opinion, is Die Hard a Christmas Movie?

According to Bruce Willis it's not so I think I will have to go with NO.

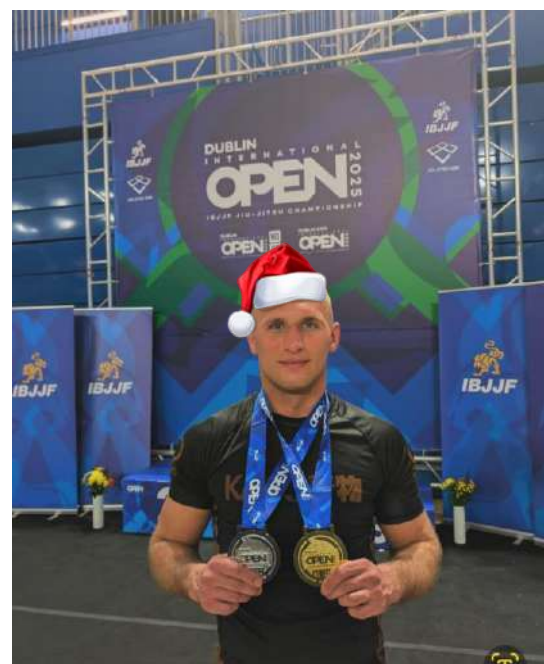
Lastly, what message would you like to share with your colleagues in Amulet?

Firstly, I hope you guys have an amazing Christmas period with your friends and family. If you are thinking about starting any form of physical fitness or maybe you already did something in the past but stopped for whatever reason, I would strongly suggest that you give it another go. It will do you a lot of good in terms of mental wellbeing.

It's good to force yourself out of your comfort zone. If you ever need any help with starting or have any question you can always drop me a message. Here to help. 😊

Thank you, Patryk!

Congratulations again and very Happy Christmas to you too!



Supporting Inclusive Employment in the North East

Margaret Rouse – Regional Director



For more than fifteen years, long before “social value” became a corporate buzzword, **Margaret Rouse** has been quietly leading the way in inclusive recruitment across the North East and beyond. Her work, grounded in compassion and practical support, has helped dozens of people overcome barriers to employment and rebuild their confidence - not through grand gestures but through steady, consistent commitment.

Margaret’s journey into social recruitment began during her time with St James Security, when she received an invitation from a local job centre to meet with PeoplePlus in Newcastle. What she encountered there would shape the next decade and a half of her career.

“I was really impressed,” she recalls. “The standard of training, the support they were giving to people who’d been out of work for a long time - through illness, personal circumstances, anything. They were helping people regain confidence and life skills.”

The relationship quickly grew. Every time PeoplePlus ran new courses, they would call Margaret in to offer interview practice, guidance, and insight into what employers were looking for. She built this partnership long before frameworks, metrics, or mandates made such work fashionable - simply because she believed in it.

Over the years, Margaret has worked with PeoplePlus, Northern Rights, and several local job centres, often travelling wherever she’s needed. Whether recruiting in Newcastle, Carlisle, Castleford, or even supporting university care leavers in Birmingham, Margaret’s approach has remained the same: offer time, offer honesty, and offer opportunity.

“I use social recruitment because these candidates genuinely want to work,” she explains. “They’re motivated. They want a chance. And working with organisations like PeoplePlus and Northern Rights makes everything smoother. We support them, and they support us - it’s a true two-way relationship.”

Of course, not every placement has been a perfect fit, but Margaret firmly believes that success looks different for every individual. Even where employment hasn’t worked out, she approaches exits with care.

“It’s not about pass or fail,” she says. “It’s about whether the job is the right fit at that moment in someone’s journey. Even if they don’t stay with us, they leave with more confidence and experience than they had before.”

Margaret has seen remarkable resilience in the people she meets - especially young individuals whose early lives have been marked by challenge. She remembers interviewing care leavers in Birmingham and being astonished by their strength, determination, and the responsibilities many carried while still studying or volunteering.

“You realise you don’t always know what people have been through,” she reflects. “Hearing their stories makes you step back and look at the bigger picture. Sometimes all someone needs is a conversation, some encouragement, and someone who believes in them.”

Today, Margaret continues to work closely with PeoplePlus, Northern Rights, and several job centres across the region. To date, she estimates that she has recruited around **30–40 candidates** through social recruitment channels - each one supported with care, understanding, and a genuine desire to see them succeed.

For Margaret, the motivation has always been clear: to help people find their place, their confidence, and their future.

“Some people just don’t get the chances others do,” she says. “If we can help change that, even for a few people, then it’s worth every minute.”

Her long-standing dedication has quietly shaped countless journeys - and continues to lay the groundwork for a more inclusive, compassionate approach to recruitment across the organisation.

Supporting Inclusive Employment in the North East

Margaret's work in social recruitment continues to build on the legacy of organisations like **Remploy**, which for decades championed meaningful employment for disabled and disadvantaged people. Today, through partnerships with **PeoplePlus** and **Northern Rights**, Margaret remains committed to helping individuals gain the skills, confidence, and support they need to succeed in the workplace.



Michael's Story: a Transformation in Confidence

Referred through Northern Rights by his caseworker, Michael arrived with limited experience and low confidence. During his interview for a weekend security role, he explained that his previous temporary Christmas job kept him away from customers, usually on CCTV duty.

Despite his nerves, he was honest about his challenges and quickly completed all screening with Northern Rights' support. The team had struggled to fill this role - but Michael stepped up and succeeded.

Soon after he started, Michael's mother told Margaret more about his confidence issues but assured her of his potential. She drove him to every shift, later sending a message that changed everything: Michael was thriving. He grew more confident, enjoyed the job, attended every shift, covered holidays, and completed all tasks. When the site later replaced manned security with electronic systems, the role ended - but Michael handled redundancy discussions with newfound confidence.

He left Amulet in July 2025 and quickly secured another job. His mother later sent a heartfelt message:

"Just a huge appreciation text... Thank you so much for giving Michael the opportunity to work for Amulet. He's always put 100% in. He has so much more confidence now and speaks very highly of you and the company."

When a new vacancy opened in Newcastle, Michael visited the site, introduced himself confidently, and impressed the client immediately. He is now completing screening to return to Amulet - a testament to perseverance and belief in people.

Michael's story illustrates the heart of inclusive recruitment.

As Margaret puts it:

"By supporting someone to gain knowledge, boost their confidence, and believe in themselves, we can fill vacancies and transform lives. That's the real goal."

Through collaboration, compassion, and commitment, organisations across the NorthEast continue to create opportunities that ripple far beyond the workplace - strengthening families, communities, and futures.



What a year! A review of 2025 from the Specialist Services Team

2025 has been such a positive year for our small but perfectly formed team.... Here are some highlights!



Intel reporting:

As a business, our capacity to analyse national crime data and share detailed and considered intelligence with our clients has been transformed this year, thanks wholly to the work of our Intel Specialist Lauren Calow.

Lauren has brought her expertise to several projects this year and has proven herself a formidable force in the medium of Power-BI with the creation of a dedicated platform that gathers national intelligence and crime statistics into one fully customisable resource – giving our Ops Management the ability to track trends across their own regions and drill down to client-specific risks and threats. **Look out for this being launched across the business in 2026!**

Another platform Lauren has created compiles and monitors information from multiple sources about protest groups and activity. It is updated twice weekly, ensuring our teams and clients have the most up to date, verified and reliable information about potential activity in their areas. Lauren hosts monthly **Intelligence Drop-In Webinars** that were initially started as an internal resource. These have been so well received, they are now attended by clients across all sectors of our business. These showcase different threats and different sector specialisms each month, and **if you've not attended, or if you think your client may benefit from Lauren's expertise, feel free to get in touch (intelligence@amulet.co.uk) and we can extend an invite for 2026 sessions.**

Want to find out more?
Contact Lauren below:
intelligence@amulet.co.uk



What a year!

Blueprint

We've been busy promoting the benefits of **Project Blueprint** and developing its applications with teams already invested in it. It is proving to be an invaluable resource for a growing number of clients, and exciting discussions are happening with clients in the Transport and Critical National Infrastructure (CNI) sectors.

One of our 2025 highlights has been a multi-agency operation for c2c over the summer to combat serious levels of ASB, where a successful trial saw the platform being a gamechanger for its ability to share live intel from multiple sources and instant communications between our teams on the ground, BTP command and client management in a way that has not been seen before.

The Specialist services team also demonstrate Project Blueprint to clients. This is a situational awareness platform application. It is the exact same system used by the emergency services every day in the UK and has the unique ability to link into these services when required. It really is a fantastic piece of technology that can assist any business with a myriad of different functions.



Martyn's Law:

With the **Terrorism (Protection of Premises) Act 2025** or “**Martyn's Law**” coming into law on 3rd April this year, we are now in an implementation period before the act comes into force. We are awaiting statutory guidance which will set out in more concrete terms how this law will be regulated and overseen so this is very much a time for preparation and honest reflection.

We have been working closely with a growing number of clients to guide them through the likely implications for their businesses and advise on how they can start to prepare their organisation and infrastructure for the next steps. Amulet have been hosting round-table discussions which have been brilliant in getting pro-active industry-wide conversations started around this new law.



What a year!



Security training and consultancy:

Head of our Team, Christian's sector specific expertise has made him a vital part of discussions in **Football on The Rail** planning for Euro 2028.

Our fortnightly **Personal and Office Security webinars** are a firm fixture in the wider Churchill new staff induction programme and promote a positive security culture across all parts of the group. These sessions have led to wider engagement from other parts of the business who we have supported in delivering bespoke frontline training when areas of concern have been highlighted.

We have been working closely with our Ops Teams in putting together training programmes for a number of teams on the ground, supporting them with changing risk profiles of their sites and guiding them through their response to current threat trends they may be facing.

2026 is already shaping up to be an exciting year and we look forward to supporting you and your clients.

Wishing you a very Happy Christmas, from Christian, Lauren and Kat





Innovation Day 2025

Protecting the people and places we love.

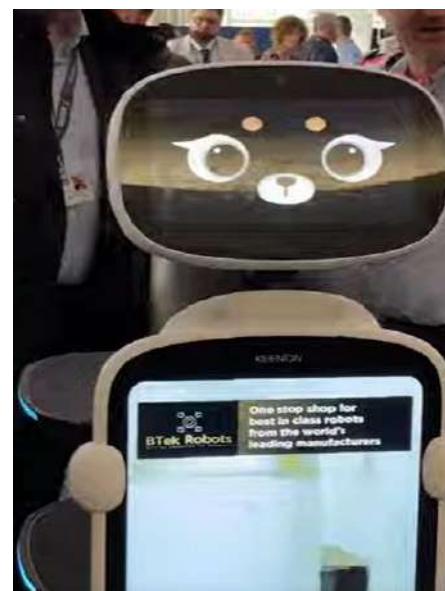
Tuesday, October 21
9am - 3:30pm
Location:
London Zoo

The best the industry has to offer

Following overwhelmingly positive feedback from 2024, Amulet's Security Technology and Innovation Showcase returned to ZSL London Zoo this October.

Focusing on **Protecting the people and places we love**, the event highlighted the latest security technologies that support safer public spaces, enhance resilience, and empower organisations to adapt to evolving threats without compromising the freedoms and routines of daily life and workplace operations.

The day began with an impactful speech from Figen Murray on the creation and implementation of Martyn's Law, before our supply chain partners demonstrated the latest security technology innovating site protections, from lightweight drones and metal detectors to smoke screens and robots.



Following Figen's speech the attendees met our supply partners.



Innovation Day 2025

Protecting the people and places we love.

Tuesday, October 21
9am - 3:30pm
Location:
London Zoo

The final showcase

Following the many demonstrations and products on display, attendees enjoyed a tour of the historic zoo grounds. Starting with the penguin pool, through to the butterfly enclosure and on to observe the sub-Saharan animals, visitors enjoyed seeing animals in their natural element.

As well as the fun of touring the zoo, our 2025 Innovation Day reinforced one crucial message: preparation.

Figen Murray's powerful testimony served as a reminder that businesses need to review their procedures and enhance their safety measures now. The equipment on display showed just some of the technology that can help a business, depending on its needs: from advanced monitoring systems and personal protective equipment for officers and staff, to safety screening tools and deterrence tools that create layers of protection.

As Figen emphasised, it's not a matter of if, but when. Preparation can mean the difference between a robust emergency response and a site left vulnerable.

Stay safe.

Thank you to all our partners



Reward and recognition

The Sound of the Underground!



This year we took the Amulets deep underground. The Steel Yard was the stunning backdrop to a night in which our stars lit up the darkness with their amazing stories of bravery and dedication.



Almost 150 guests joined us at this unique venue; a property of our customer the Arch Company that was one a hub for Hanseatic Trading back to the 18th Century. Guests made their way through the beautifully restored Victorian Railway arches to recognise the outstanding work of Amulet's teams across the country.

In remembrance:

Before the Awards ceremony began we took the time to remember those colleagues who have passed over the last 12 months. Kind words and a moving and fitting tribute.

Tawurayi "Ozzy" Masaraure- c2c

Stephen Hancock - Daily Mail Group

Mohammed Liausu - University of Suffolk

King Edonmi - University of Suffolk

Steve Elvin - University of Suffolk

As always, Aaron Copeland's Fanfare for the common Man heralded the start of this year's awards ceremony. Guests listened as our presenters detailed the many acts of bravery and courage of our colleagues. They learned of the dedication and passion they display in their roles each and every day. They appreciated the recognition shown for the introduction of new ideas and the desire of our teams to always seek better ways to deliver their service. We heard story after story of the amazing and extraordinary actions of our people. Yet, this year as every year, the message from those involved is that they were "just doing their job", that this is really not a big deal. A message echoed by Geoff Brown from AUCSO as he expressed his admiration for all our finalists across the evening. The Amulets exist to remind us all that these acts are so much more than that. The Amulets afford us the opportunity to say thank you to all our teams. This is a big deal, and we will continue to highlight it, recognise it and to always thank you for it.

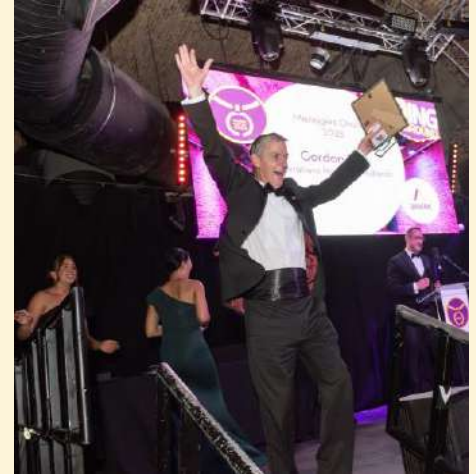


Reward and recognition

Amulets 2025 Continued..



Congratulations to all our finalists and winners this year!



Everyday Excellence

Finalists

- Nathan Brown - Royal College of Physicians
- Ian Carslaw - Scottish Power
- Khalid Mohammed - Chiltern Railways
- Caitlin Talbot - Bevan Brittan

Winner: Ian Carslaw - Scottish Power



Always seeking Better

Finalists

- Laura Waller-Brown - HR
- Fay Dickson - Scottish Power
- Lewis Gibbons - Scottish Power
- Harry Hussain - Severn Trent Water

Winner: Fay Dickson-Scottish Power



The Team of the Year

Finalists

- The Glades, Bromley
- Millenium Point
- Scottish Power
- Amulet Screening Team

Winner: The Glades, Bromley



Reward and recognition

Amulets 2025 Continued..



Led by Intelligence

Finalists

- Dayle Belfield - East Midlands Railway
- Gary Giles - University of York
- Beth Morley - Northern Trains
- Clive Warner & Malcolm Smith - West Sussex County Council

Winner: Gary Giles - University of York



Putting People First

Finalists

- Keith Banfield – CBRE, Clarks
- Karl Buckton-Nicholas & Simon Firth - Northern Trains
- Liam Murphy & Khalid Clair - The Glades, Bromley
- Shaheer Sani, Steven Salt, Raza Noorani & Umer Mohammed - Transport for Greater Manchester (TfGM)

Winner: Liam Murphy & Khalid Clair - The Glades, Bromley



The Amulet EDI Champion 2025

Winner: Margaret Rouse, Regional Director (NorthEast)



Heart of Amulet

Special Thanks to:

The Amulet Community Team

Hannah Bridgman, Laura Waller-Brown, Tracey Cheung, Donna Hubbard, Kieran Mackie, Paul Rodrigues and Barnaby Vallance.

Reward and recognition

Amulets 2025 Continued..



Heart of Amulet

Finalists

- Eric Davies - British Land, St Stephens
- Daniel Smith - Northern Trains

Winner: Daniel Smith - Northern Trains



Leadership Award

Finalists

- Balbir Birring - Northern Trains
- Angela Botterill – British Land, Wheatley Centre
- Richie Ikazoboh - ZSL, London
- Abdul Rafiq - c2c

Winner: Richie Ikazoboh - ZSL, London Zoo



Amulet Managers' Choice

Finalists

- Gordon Bell - Operations Manager, Midlands
- Ricky Law - Assistant Contract Manager, Transport for Greater Manchester (TfGM)
- Serena Lowe - Operations Director
- Andrew Redman - Mobile Director
- Ellis Wood – Assistant Contract Manager, Northern Trains

Winner: Gordon Bell - Operations Manager, Midlands



The Managing Director's Choice 2025

Winner: Barnaby Vallance, Compliance Director



Outstanding Act - Our Finalists

Jeffrey Tickner and Martin Pritchett, East Midlands Railway

Jeffery and Martin were nominated for the bravery they displayed in responding to a vicious attack by an XL bully on a member of the public

Eugene Obeng and Megan Gallagher, Northern Trains, Manchester

Eugene and Megan were nominated for their actions in the face of an extremely traumatic situation in the midst of a busy Station Platform.

The Security Team at The Glades, Bromley.

The team were nominated for their response to a repeated and ongoing threat to the safety of the Shopping centre and all those inside.

Stephen Finnegan, Scottish Power, Warrington.

Stephen was nominated for the courage he displayed in protecting a fellow employee from an unprovoked attack.

Outstanding Act Winners 2025

Jeffrey Tickner and Martin Pritchett, East Midlands Railway

Award accepted by Martin Pritchett and Michael Jones



Reward and recognition

Amulets 2025 Continued..



The Customer Recognition Award 2025:

We were delighted to announce the winners of the 2025 Customer Recognition award as Knight Frank. The award was judged by Byron Logue, Editor of Infologue Security News and Director at Interconnective Security Products, Dennis Gotts of DG Associates, and Alisa Sultmane, founder of Tutamentum Protection Consultancy Ltd. Congratulations to Knight Frank, our winners for 2025, and to Northern Trains, who were highly commended for consistent excellence!



Knight Frank -Customer Recognition award winners 2025



Northern Trains- Highly Commended 2025

Proud to support LandAid

We were delighted to be able to raise funds on the night for LandAid in support of their outstanding efforts to end youth homelessness.

A prize draw raised an amazing £1,500.00 for the charity. Thank you so much to all those who donated such fantastic prizes, and of course to those who bought the tickets.



LandAid

<https://landaid.org/donate-to-landaid/>

Reward and recognition

The Amulets 2026!



All Amulet employees can nominate or be nominated. Great performance needs to be recognised, so please take the time to send through your entries each quarter.

Everyday Excellence:

This award recognises those employees who display Amulet's company values consistently day to day.

Always Seek Better:

This award will reward those individuals or team that have driven change within their workplace environment.

Amulet EDI Champion 2025:

This award is intended to recognise individuals and teams who have helped highlight the importance of Equality, Diversity, & Inclusion within their workplace.

Team Award:

This award recognises a team that has exceeded its targets and displayed collective excellence in the execution of its role throughout the year.

Intelligence Led:

This award will recognise those individuals who have shared intelligence and/or data within their environment; used their initiative and security experience to use this information to great effect in securing a successful outcome.

Putting People First:

This award will recognise the team or individual who has shown clear priority in offering protection to individuals within their workplace environment.

The Heart of Amulet:

This award will recognise the individual or team that has taken the time to make a positive contribution within their own community.

Leadership:

This award is presented to an individual that exhibits leadership skills by demonstrating their abilities of communication, decision making, leading by example, commitment and innovation.

Outstanding Act:

This award will recognise the individual or team whose actions in the face of extreme and challenging situations are worthy of recognition.

Amulet Managers' Choice Award

The votes will be cast by the Management team for the Colleague whose performance, in their opinion has exceeded expectation and is worthy of recognition.

Great News!

Amulet have just been announced as winners of the Security Training Initiative of the Year at the Security & Fire Excellence awards 2025! The award recognises the outstanding impact that our RSAS Plus training has made across the Sector. Congrats to all. More to follow on this amazing achievement in our New Year edition.



A personal reflection of a night at the Amulets by Mr T. Bear

We always welcome your feedback here at the HOA, and we were delighted to receive the below from Mr Teddy Bear. Teddy wanted to tell us all about his experience at the Amulets. Teddy was helping us raise money for LandAid. Looking for a new home where he could provide copious amounts of big Bear hugs! Ted recalls the events fondly:



Dancing Bear!

"I was sitting at the raffle table waiting for someone to make my day, when along came Mark from The Glades who whisked me away."



Ted size Bed

That looks nice!



Bears are great listeners

"We stopped at a hotel that night and had a really nice stay. Mark told me to rest as tomorrow would be such a busy day."



Vroom Vroom!
We are off to Brum!

"Next day, Mark left me with Alex and we drove to Birmingham, my assignment became clear, Time to celebrate new ventures with a nice cold beer."



Where has everyone gone?

"I was picked by Lukasz, who told me he had a 5-year-old boy, and how Erik would be so excited to meet me, oh the joy!"



No Belt for the Bear! Yikes!

"That evening, I cuddled up with my new owner and we fell into a heap, that night Erik and I had the best ever sleep!"



Sweet Dreams!

"Thank you to everyone at the Amulets for an amazing event and goodbye and a thank you to Tracey for looking after me and keeping me safe".

Thank you, Mr Bear. Thanks to you and all the guests at the Amulets we raised almost £1500 for LandAid.



On the 6th of November, we celebrated our annual Shining Stars Awards at the iconic MK-7, The Red Bull Technology Campus in Milton Keynes. It was an evening dedicated to recognising the remarkable contributions of colleagues across all our specialist businesses. From frontline heroes to inspiring leaders, every individual celebrated embodies the spirit of teamwork, innovation, and commitment that drives Churchill Group forward. This year's theme highlighted a simple truth: our people are our champions. Just as a racing team thrives on precision, skill, and collaboration, so too does Churchill Group.

Congratulations to all the winners and finalists. A special mention to our Amulets Stars of the night!

Everyday Hero - Highly commended: **Fay Dickson (Scottish Power)**, for creating a neighbourhood watch-style intelligence network that enhanced safety and collaboration.

Dream Team – Finalists: **University of Suffolk Team**, outstanding community partnerships.

The Inspirer Award - Winner: **Leroy Daley Borough Yards** took the award. Leroy's transformational leadership rejuvenated his team, empowering individuals, supporting succession planning, and fostering high morale and wellbeing.

Finalist: **John Young** who mentors colleagues and raises professional standards across regions, and **Gabbie Lapompe (On Verve)**, recognised for her inclusive, proactive leadership and dedication to team wellbeing.

Employee Impact Award: **Eric Davies, BritishLand, St Stephens, Hull**, who drives community projects and fundraising while promoting inclusion.

The Shining Stars 2025 Awards were a powerful reminder of what makes team Churchill Group extraordinary. From frontline heroes to visionary leaders, every colleague plays a part in driving our success. On the night, we celebrated not just results, but the spirit, dedication, and teamwork that bring those results to life.

Congratulations to all winners and finalists. Your innovation, courage, and commitment inspire us all.

Over the past year, our amazing people have committed to supporting the communities in which we live and work, dedicating time, resources, and energy to initiatives that deliver meaningful social value. From hands-on volunteer efforts to strategic sponsorships, 2025 has been a standout year in our journey to give back.



Charity Days with Impact

Throughout the year, employees from across our teams took part in a wide variety of events, contributing hundreds of volunteer hours to causes that matter. From renovating scout halls and supporting homelessness, to clearing out animal enclosures at London Zoo, our teams rolled up their sleeves to make a difference. These days not only helped local organisations meet pressing needs but also brought our teams closer together with a shared sense of purpose.

Strategic Sponsorships

In addition to hands-on efforts, we proudly sponsored a number of local and regional initiatives aimed at promoting education, inclusion, health, and wellbeing. Key sponsorships included support for mental health awareness campaigns, and community events that brought people together and celebrated local culture. These partnerships reflect our belief in the power of collaboration and our desire to uplift the communities around us.

Driving Social Value

Beyond charitable giving, our approach to social value has been embedded into the way we work. This year, we continued to drive social value impact by integrating it into supplier contracts, supported local employment by offering work placements and apprenticeships, and prioritised sustainability in our operations. Every project we undertook was viewed through the lens of long-term community impact, aligning with our mission to be a responsible and socially aware business.

Looking Ahead

While we're proud of what we've achieved this year, we know there is always more to do. As we move forward, we remain committed to listening to community needs, empowering our people to contribute by offering two paid volunteer days and building partnerships that generate lasting value.

Giving back isn't just something we do—it's part of who we are!

2026 awareness days calendar											
January	February	March	April	May	June	July	August	September	October	November	December
Monday 19th Blue Monday	Tuesday 17th Pancake Day	Wednesday 18th Ramadan	Stress Awareness Month	National Walking Month	Monday 1st - Sunday 7th Volunteers Week	Plastic Free July	Thursday 6th Cycle to Work Day	Friday 11th - Sunday 13th Rock Hachanah	Menopause Awareness Month	Thursday 13th International Men's Day	(TBC) World Soil Day
Saturday 24th London Winter Walk	Monday 2nd World Wetlands Day	Friday 26th Employee appreciation day	Sunday 26th London Marathon	Monday 4th - Sunday 10th Deaf Awareness Week	Monday 16th World Refill Day	Saturday 4th - Friday 10th UK National Net Zero Week	Wednesday 26th London Summer Walk	Sunday 10th - Tuesday 28th Great British Beach Clean	Halloween (1st)	Thursday 29th White Ribbon Day	Friday 26th Christmas Day
Veganuary	Tuesday 3rd - Monday 9th Sexual Abuse & Sexual Violence Awareness	Sunday 8th International Women's	Wednesday 22nd Earth Day	Monday 11th - Sunday 17th Mental Health Awareness Week	Monday 15th - Sunday 21st Learning Disability	Sunday 5th Thank You Day		Tuesday 21st - Monday 27th Rogers Week	Thursday 1st Minds Big Brunch	Wednesday 11th Armistice Day	
	Monday 9th - Sunday 15th National Apprenticeship Week	Wednesday 18th Global Recycling Day	Sunday 12th London Landmarks Half Marathon	Monday 11th - Sunday 17th Mental Health Awareness Week	Saturday 27th Armed Forces Day	Saturday 24th International Security		Friday 25th Macmillan Coffee Morning	Wednesday 21st Thank you cleaner day	Sunday 8th Remembrance Sunday	
	Thursday 12th Random Act of Kindness Day	Saturday 14th International Day Of Action For Rivers	Friday 3rd National Walk To Work Day	Wednesday 13th National Receptionists Day	Sunday 21st London To Brighton Bike Ride	Friday 24th Samaritans Awareness day		Friday 10th London Moonlight walk	Friday 6th Show Racism The Red Card Day	1st - 30th (TBC) Tommy 10,000 Steps Challenge	
	Monday 2nd - Saturday 7th National Careers Week	Tuesday 12th - Saturday 16th National Careers Week	Sunday 5th Easter	Tuesday 12th - Saturday 16th Water Saving Week	Saturday 6th Tough Mudder Scotland	Saturday 4th Tough Mudder Midlands		Saturday 12th Thames Bridges Walk	Domestic Abuse Awareness Month	(TBC) Mental EB Day	
		Tuesday 3rd World Wildlife Day	Friday 3rd Good Friday	Saturday 9th Tough Mudder London West	Friday 5th World Environment Day			Sunday 13th Great North Run		Sunday 8th Divali	
		Tuesday 17th - Monday 23rd Neurodiversity Celebration Week		Saturday 16th Jurassic Coast 10K/25K/50K/75K/100K Challenge	Saturday 20th - Sunday 26th London Climate Week			Sunday 20th - Monday 21st Yom Kippur			
		Friday 12th World Sleep Day		Sunday 31st Great Manchester Run 10K	Monday 22nd World Rainforest day						
		Saturday 21st International Day Of Forests		No Mow May	Sunday 14th The Great Dig Green Week						
		Saturday 20th Hampton Court Palace Half Marathon		Wednesday 26th World Bee Day							
		Saturday 20th Bath 50 Challenge		Monday 25th Hajj							
		Sunday 16th Mothers Day		Friday 1st Vesak							

Railway sleepout

Yorkshire three peaks

International Security Officers Day

Bristol Shine Night Walk



The Amulet 5 a side Cup



Missing People



Macmillan Coffee Morning



c2c vs Amulet



Engaging and sharing

Time to Shine

We were delighted to take part in Bristol's Shine Walk on the 10th October. Raising vital funds for Cancer Research and supporting our dear colleague.

<https://www.cancerresearchuk.org/get-involved/donate>



Spooktacular Halloween fun in Peterborough!



Amulet's Ghosts and Ghouls had a fantastic family day at our Peterborough office celebrating Halloween.



Putting smiles on faces at Leeds Children's Hospital

We are delighted to be supporting our partners at Northern Trains this Christmas with the annual Leeds Children's Hospital Appeal. The gifts donated will go to the Neuroscience, Oncology and Surgical Wards who treat children from all ages including newborn up to teenagers. Our Northern Rail TSOs alongside Saul Ashworth and Ellis Wood will join Northern employees alongside colleagues from the railway network, the British Transport Police and a number of TV personalities to hand deliver the presents on 22nd December with a visit from Santa himself also expected. Saul and Ellis will be collecting presents in the run up to the event and are aiming to have all presents in their possession for no later than 15th December to enable them to have everything in place to deliver on the 22nd. If you are able to donate, please if possible can you wrap the item and add a tag stating if the item is for a boy or a girl and what age range it would be suitable for. Anyone looking to support on the day and become an honouree elf by shipping the gifts from Santa's sleigh into the hospital are more than welcome as always. Contact: saul.ashworth@amulet.co.uk



Contact Saul if you would like to donate
Saul.ashworth@amulet.co.uk

Thanks for the support with this as always 🍷🧑🏻🍷

A time for giving



Our teams supporting White Ribbon day across the country



A Journey of Strength ★

It was an absolute privilege to have our Northern Rail TSO's present and on hand to support at Castleford for an extremely special event.

The afternoon gave the opportunity for Northern Trains to unveil a service honouring the late Rob Burrow CBE.

The afternoon made all the more special by Rob's family and friends being present to celebrate his remarkable journey of strength and courage on what was Rob's birthday.

A fantastic job done by all involved and we all look forward to seeing this unique service making its own journeys across the network in Rob's memory.



More news and some important dates for your diary



Don't forget to join us for Christmas Carols at Trafalgar Square!
16:00, Wednesday 17th December
All are welcome. Meet us on the square
All monies raised will be donated to the British Heart Foundation
<https://www.bhf.org.uk/>

Congratulations to "Big Vio"!

Fantastic to hear that Viorel Chirita aka "Big Vio" from the University of Suffolk has won first place at the Triumph Cup Moinesti 2025 held in Romania on October 10th. Bench Pressing an incredible 240kg in the over 40's!
Congratulations BV!!



Keep on sending through your news and stories to
newsandviews@amulet.co.uk

It's the talk of the Town!

Join us at our next Town Hall Meeting:
Company and Community updates and a chance for you to provide us with your feedback Don't forget to register. Look out for your invitation or Scan the below to book your place!



Congrats to George and Marie!

Fantastic to see George Mitchell representing the Northern Rail Travel Safe Operation crowned as the winner of the 'Outstanding Contribution to Safeguarding' category as well as seeing Avanti West Coast Safeguarding Officer, Marie Jones commended for all of exceptional efforts at the recent Railway Children Awards Evening.



12 Days to Christmas

Pauls top 12 family movies to watch



Q: Is Die Hard a Christmas Movie? Send your answer to newsandviews@amulet.co.uk

12.



It's that time of year and the Christmas decks are being put up, what a perfect movie to kick off the Christmas season!

11.



This 1982 classic made famous by the voice of Aled Jones is a beautiful silent movie about a friendship between a boy and his snowman.

10.



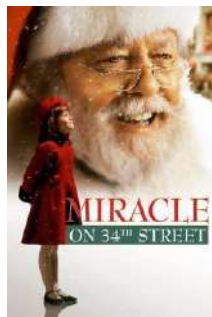
Time for a bit of romance, This story told in the eyes of multiple people searching for love is an instant classic.

9.



All aboard for this magical train ride to the North Pole on Christmas Eve. A heart-warming story of belief, courage, and the true spirit of Christmas

8.



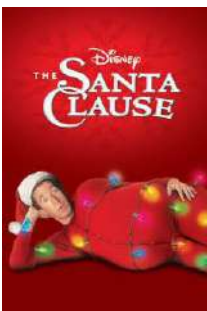
Time to meet Santa. This beautiful movie will bring the magic of Christmas to everyone.

7.



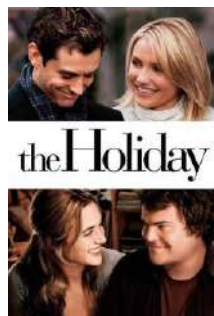
Bar Humbug! For those who need a reminder of the spirit of Christmas. This Charles Dickens classic reimagined with our friend Kermit the Frog.

6.



Who wants to be Santa? This Disney classic is a family fav with laughs and magical moments.

5.



Time to snuggle up in front of the fire and enjoy a film that will warm the heart.

4.



Look out Whoville! The Grinch is out to destroy Christmas. This animated reimagining is a real festive treat.

3.



Look out Whoville! The Grinch is out to destroy Christmas. This animated reimagining is a real festive treat.

2.



Released in 2018 and available to watch on Netflix, me and the kids love this family friendly Christmas caper teaming two brothers and Santa together to save Christmas.

1.



The number one Christmas movie of all time, My family watch this without fail every Christmas.