

## HEaTED Regional Network Event – Event Report

**Region:** North East  
**Date:** 19/03/14  
**Venue:** Newcastle University

### Agenda:

10.30 am Welcome and Introductions – Linda Robinson, North East Regional Co-ordinator  
HEaTED Update – Katherine Forsey, HEaTED Membership & Networks Manager  
11.00 am Counter terrorism strategies, DC Glennis Tong, Counter Terrorism Security Advisor  
12.30 pm Lunch and networking  
1.00 pm Translational Neuroscience – Andy Jackson, Research Fellow  
1.30 pm Date/venue/themes for next NE regional meeting and evaluation  
2.00 pm Tour of 'The Centre for Translational Neuroscience', Newcastle University  
3.00 pm Close

### Key discussion points from each agenda item:

Linda Robison introduced the day and facilitated a networking activity.

### Discussion Topics as suggested by attendees at the previous event:

### HEaTED Update and identifying training needs - Dr Katherine Forsey, HEaTED Membership & Network Manager

A copy of Katherine's slides is available to download from the [HEaTED Online Community group for your Region](#). Katherine covered progress made by HEaTED to date, key statistics and areas of future work, including:

- 75 Member Institutions with over 3000 individual members registered via the HEaTED website.
- 1900+ members also registered for [HEaTED Online Community Groups](#).
- HEaTED membership has been expanded to FE colleges, please let your contacts in the Region know.
- A full series of [Regional Network Events](#) is planned across the UK in Spring/Summer 2014.
- Three new courses developed by HEaTED Member Technicians were launched:
  - [Developing an Apprenticeship Programme in Higher Education](#), University of Liverpool, 11 Feb 2014.
  - [Basics of light microscopy - hands on alignment and set-up](#), University of York, 17 March 2014.
  - [Introduction to Flow Cytometry](#), University of Sheffield, 26 March 2014.
- Courses delivered and coming up in the North East:
  - [Use and Maintenance of Pipettors](#), Newcastle University, 28 Jan 2014
  - [Practical GC-MS Sunderland](#), 25-26 March 2014
  - [Teaching & Learning Skills for Technical Staff Modules 1 & 2](#), Durham University, 10-11 April 2014
  - [Biological and Microbiological Safety Course](#), Durham University, 24-25 April 2014
  - [Leadership & Management Skills for Technical Staff](#), Newcastle University, 14-15 August 2014
  - [Practical GC Method Development](#), Sunderland University, 19-20 August 2014
  - [An Introduction to the Theory and Practice of Molecular Biology](#), Durham University, 22-26 Sept 2014

### HEaTED Competency Assessment Toolkit for Technical Staff (CATTS):

HEaTED has received many requests for help with organisational and individual performance assessment. In response to this and a wider UK need, we have developed a new resource exclusively for HEaTED members. The CATTS resource has been designed to change the way that the professional technicians in HE (and FE) explore performance. It provides a benchmark for all professionals (regardless of specialism or discipline) of their

current competencies, development areas, and future direction. The aims of the resource are covered in detail in the slides.

The toolkit recognises each discipline on a competency related basis. The Toolkit is evidence based and allows for skills mapping and skills gap identification across your Institution. The CATTS is a resource/toolkit for continual monitoring, assessment and development.

*There are 5 key competency areas as modules:*

1. Professional Practice
2. The Student Experience
3. Leadership & Management
4. Planning and Organising Resources
5. Governance and compliance (incl.H&S)

*There are 5 levels of competency for the reviewee to be matched against:*

1. Learner
2. Experimentalist
3. Practitioner
4. Specialist
5. Expert

An example of one of the modules (Student Experience) was showcased.

The resource is now for sale at £250 for HEaTED member institutions and £450 for non-member. There will be a HEaTED [Online Community Group](#) to support this resource where members can share their experiences.

**ACTION:** ALL – book to attend training courses or contact HEaTED if you wish to host an on-demand course.

**ACTION:** ALL - Ask your colleagues, team members and other network groups (Unions and Staff Developers) to register independently on the HEaTED website to ensure everyone receives information direct from HEaTED and can take full advantage of your Institution's Membership.

**ACTION:** ALL – if you would like to host a HEaTED course at your Institution contact [admin@heated.ac.uk](mailto:admin@heated.ac.uk)

**ACTION:** If you would like further information on the CATTS please contact Rachel Crossley, [r.crossley@slcs.ac.uk](mailto:r.crossley@slcs.ac.uk)

**ACTION:** Use the [Online Community Group](#) to make comments and feedback on what you have heard today.

### Counter terrorism strategies, DC Glennis Tong, Counter Terrorism Security Advisor

Glenis's provided a handout for attendees.

Glenis Tong. Special Branch – Counter Terrorism Security Advisor. 21 years in the service.

The current threat against the UK is assessed by JTAG. Current status of the UK is 'Substantial' - an attack is a strong possibility.

The options are - Critical, Severe, Substantial, Moderate, Low.

The threat is NATIONAL, not just London. Glasgow, Exeter and more closer to home – including a conviction of Rajib Karim from Newcastle upon Tyne. He was working to become cabin crew and crash a plane, or sabotage BA through his access to the IT systems. 30 year conviction.

This is not to frighten you – just to highlight that the problem is local, and your institution, where large groups of people are congregating is a soft target. An attack may seem improbable but awareness is key.

We need to 'Target Harden' – balance to be achieved between security services and institutions being welcoming. Educational Establishments have been the subject of terrorist attacks in several countries, they try out techniques and targets abroad and then bring them to the UK. In Afghanistan, over 1000 attacks on education institutions. This has included, firearms, grenades, IEDs, vehicle bombs, staff abductions, gas poisoning (weekly against girls schools), water poisoning.

UK treats – Northern Irish Dissident Republicans, International Irish, Lone Individuals.

Irish – give warnings and want to get away with it.

International – mass casualties, multiple attacks, no warnings, media coverage, prepared to die, change of methods, CBRN (Chemical, Biological, Radiological, Nuclear). Recent examples, Pakistan and India. Hospitals then targeted once casualties are there.

Attack methodology – firearms, suicides bombers, VBIED, suspicious items, bomb threats, insider threats, cyber threats, poisoning (water targets protected).

Suicide Bombers – what defines an attacker? Anything! Difficult to define. Young adult men, mixture of backgrounds.

Attacks on educational establishments – school uses in Israel, Belson 300+ dead.

VBIEDs – vehicle bombs

Example – Northern Ireland I to Heysham port in NW. Flat bed lorry, no cargo. The flat bed area was stuffed with over 2 tonnes of homemade explosives (ammonium nitrate based). Provisional IRA.

Real IRA – canister bomb, fertiliser mix in blue barrel.

Lorry bombs – with wire going from cab to lorry part

Showed us what electric detonators look like. DO NOT PICK THEM UP as can be set off by heat.

Example of Manchester Bomb during 2006. Used police vehicles to drive at people to force them out of the city centre. The bomb went off outside M&S – who have good planning. BUT – found evacuation points were too close to each other, media swamped, problems with staff (no keys or money), store is crime scene, evacuation site too close (only 500m), store was crime scene. Staff not allowed back in for weeks, business recovery massively complicated. 80,000 evacuated, 600 vehicles stranded in car parks for 5 days, 216 injured, 373 shops damaged.

**REFERENCE:** Google – ‘M&S the Manchester experience’ for document on this.

**ACTION:** Every University should have a plan for bombing and evacuation.

Every core city has an evacuation plan – this will be an ON FOOT plan. Newcastle and Leeds have a core plan. May be more efficient to take your bag – so you have your keys for your house etc!

**ACTION:** Building planning have to think about building design. If you can drive a big vehicle bomb into the building it would bring building down. Underground car parks are a target.

**Bomb Threats** – most made over phone, most to 3<sup>rd</sup> parties, not the intended targets, everyone is investigated. IRA and ETA give threats. The threats are designed to study response, to see where the public will congregate and to plan for a future attack. Bear this in mind.

Never advertise where you will send people. Never congregate people in a car park. Consider changing evacuation plan between threats, so your response is different to a future attack.

Played a video recording of a bomb threat so people could understand – was polite, male, said thank you, is usually scripted.

**Firearms attacks** – vast majority are non-terrorist related. Examples of schools that have been targeted, Columbine etc. We need to be prepared. What do we do about the threat or during the attack?

Usual is total panic and people try to run or hide.

There is proper advice on what to do in case of a marauding firearms attack – see handout at the end.

Video of football ground example shown.

How to prepare? Is very unlikely but is possibility so be prepared. What is best practice?

- 1) get away from area if you can, have escape route and back up escape route and stay away from open public areas
- 2) try to find good cover to hide behind, cover from view (if not seen getting behind them) or cover from fire concrete, brick walls, sand banks, trees, soil mounds.

- 3) If can get away. inform the police – what is threat gun/knife/long barrellled or short pistol, who is posing threat, what they look like how they are dressed, are they carrying a bag or extra ammunition, direction person is travelling in.

ACT ON YOUR INSTINCT – if you can get away then get away

If in busy building and don't know where threat is or how to get out - hide. Switch phone on to silent. Close blinds.

STAY SAFE – think about you own staff and students

SEE what is happening and where

TELL communicate describe incident

DON'T PUT YOURSELF AT RISK.

**Cyber attacks** – protection of your information/data should be at the heart of your planning? Who wants your data? What could they do with it?

Reference for protecting yourself. [www.cpni.gov.uk](http://www.cpni.gov.uk)

IEDs and chemicals - Major groups to watch out for – acids, nitrate, peroxides, chlorates, sulphates

HMDT – citric, acid, hexamine, hydrogen peroxide – used for 07/07bombings. A 2p piece size will take your leg off. Any colour, glue like or particles.

TATP – acetone, acid, hydrogen peroxide – what shoe bomber used. Heat sensitive.

Ammonium Nitrate pearls – more than 15% nitrate content.

Precursor chemicals – warning sent to all sales merchants. Safe guarding important.

Project Revise – event for groups in laboratory environments etc dealing with chemicals

**ACTION:** if you want this running in your team/institution contact DC Glennis Tong.

### Suspicious Behaviour

Video shown on suspicious behaviour – behaviour identifies the terrorist. Be aware to threat. When terrorist is planning for attack they scout entrances, take pictures in a different way to tourists or behave differently to normal delivery men. Look out for people making notes, videos, photos, measurements, trying out security entrances it ordinary behaviour? Are clothes correct? Covering face? No just people on foot, be aware of vehicles parked in unusually places or abandoned. What does normal behaviour look like? What's abnormal?

Abnormal for situation? Or normal behaviour repeated often. Best to report it so it can be discretely investigated.

**ACTION:** Have security coordinator

CT security plan based on risk assessment. Formulate and maintain search plan. Contingency plan, dealing with bomb threat, suspect packages and evaluation, liaise with emergency services, media handling plan.

What to do if you get a bomb call? Google it now to be prepared – is a proforma everyone can use.

Do not leave your post, the police will want to speak to you.

Contact the police. Within about 20mins they will tell you what to do.

Search advice – university is responsible for doing search as they know the site.

Search in pairs, use phone to call in but be more than 15 meters away behind hard cover, be methodical, doors open, lights on, keep people away, witness talk to police.

Things to ask yourself when searching - HOT

H - Has item been concealed?

O - Obviously suspicious?

T - Typical item for location?

Evacuation – minimum 500 meters from any suspicious device.

Four practical things we can do:

1. Self-preservation
2. Assess scene
3. Call 999
4. First aid

Emergency services – 45 mins to city centre bomb.

Fire arms threat – don't take bag, they'll think you have ammunition.

Glass is a threat – stay away from glass buildings.

Contact details: [glennis.tong.8394@northumbria.pnn.police.uk](mailto:glennis.tong.8394@northumbria.pnn.police.uk)

## **Second presenter - D/Sgt Peter Thompson**

'Prevent'. Contact details: [peter.thompson.3138@northumbria.pnn.police.uk](mailto:peter.thompson.3138@northumbria.pnn.police.uk)

Prevent is about identifying people who may become extremist at any point in their lives.

Can be male, in 12-25 yr old bracket. Often vulnerable and have other factors influencing their lives so often already known to public services.

Prevent identifies valuable individuals to prevent them from becoming radicalised. Three in Prevent team, but work with mental health organisations, schools, universities etc giving presentations to raise awareness of signs to look out for and confidence to report their suspicions. 174 people have been reported through this route, few are of any current threat but early intervention and support is key.

Prevent aims to turn people's lives around before they become extremist.

We do live in a very safe area but there may be individuals of concern. Radical Islam and Extreme Right Wing is key area to look out for in the NE Region. Animal Rights, Extreme Left make up very tiny proportion of referrals.

Q. In your professional opinion, open accessibility to Universities, is that a problem?

A. Up to each university to control certain areas where access is restricted. Some are open areas and some are more restricted. Awareness amongst staff and students as to where are key areas of restricted access and what is normal and not normal behaviour in these areas is important.

A. Induction week a key opportunity to give guidance and advice to students. Police have good links in to Universities to give advice. Radiation, Pathogens, Toxins storage all inspected and certified.

Q. Do Newcastle and other big university cities cause problems with the high turnover of students coming in and out?

A. Not in a way that is different to anywhere else. Turnover of people and students is normal everywhere

Q. Do you have strategies to work with Universities in a corporate way i.e. from the top.

A. Yes, booklet, Counter Terrorism Protection dealing with terrorist threats. Given to all heads of security at universities.

A. If you notice anything suspicious or unusual behaviour specific get in touch with your university security desk, they will escalate to security manager

## **Translational Neuroscience – Andy Jackson, Research Fellow, Newcastle University**

Where basic science gets translated into applications for clinical therapies.

New facility with suite of labs – patient friendly, healthy volunteers – and World class animal facility.

Brings human and conceptual research together spatially to enable greater links for research.

Why do we want to understand how the brain controls movement?

It is scientifically interesting; it can improve diagnosis of movement disorders and allows us to develop new therapies to help restore movement after stroke or spinal cords injury.

The group is interested in recording signals **from** the nervous system, sending signals **to** the nervous system and some combination of doing **both** at the same time.

Variety of techniques – non-invasive (no breach of the skin) – Electromyography Electroencephalography, Transcranial DC Stimulation, Transcranial Magnetic Stimulation and Wearable Devices.

The group also works with non-human primates.

Macaques (monkeys) are intelligent, inquisitive and can be trained to perform complex behaviour. Their brain shares structural and functional similarities to the human brain. Use their arms and hands for dexterous behaviour like humans do (unlike rat and mice alternatives) – so their brain anatomy and nervous system is similar.

**HEaTED** | Myscience.co Limited | University of York | York YO10 5DD | T +44 (0) 1904 328 300 | F +44 (0) 1904 328 328  
info@heated.ac.uk | www.heated.ac.uk



Electrodes tell us a lot about brain activity and reveals complexity. Electrodes placed next to neurones helps us measure the activity of different parts of the brain, it enables very specific and accurate study.

Animals are trained for about 1 year through automated home-cage training system. The monkeys push a button and receive a reward of juice. They take about 1 week to learn how to access the reward. Also training with people, to touch hands on command in return for reward. Also training to get monkey to move independently to various areas of their cages. All training reduces stress of research on monkeys, so monkeys take part in research activity as part of normal training routine with no stress. Are socialised and calm.

We listened to a recording showing what happens in terms of brain cell (neurone) activity during a monkey reaching up for a food item. Can identify which neurones are involved in which movements. Great to identify where areas of damage is if movement is restricted.

This work and identification of the signals involved in movement has progressed so that the monkey can now control the movement of a robot arm with their mind. This has been translated into work with patients who have had a stroke. Patients can now control a robot arm with their mind. Want to take this further so signals can be moved into the body, so patients can control parts of their own body below the level of their injury.

Great potential for those with limb loss and controlling movement of their prosthesis.

#### Summary

Linda Robinson thanked all presenters and contributors to the day and ran over courses that are coming to the North East area to highlight opportunities for training.

- [Teaching & Learning Skills for Technical Staff Modules 1 & 2](#) Durham University, 10-11 April 2014
- [Leadership & Management Skills for Technical Staff](#) Newcastle University, 14-15 August 2014
- Transport of dangerous goods refresher course to be arranged for June 2014.

#### Discussion points to be incorporated into forthcoming events:

- Capital Building Projects

#### Issues to be fed into Online Groups:

- Linda Robison will take appropriate discussion points forward into the Online Group for the Region

#### Next event:

Next NE/Yorkshire Event – 19<sup>th</sup> June, joint with Yorkshire at the National Railway Museum –details and booking form [here](#).

Next North East Event – 6<sup>th</sup> November 2014 at Teesside University

#### Actions:

**ACTION:** ALL – book to attend training courses or contact HEaTED if you wish to host an on-demand course.

**ACTION:** ALL - Ask your colleagues, team members and other network groups (Unions and Staff Developers) to register independently on the HEaTED website to ensure everyone receives information direct from HEaTED and can take full advantage of your Institution's Membership.

**ACTION:** ALL – if you would like to host a HEaTED course at your Institution contact [admin@heated.ac.uk](mailto:admin@heated.ac.uk)

**ACTION:** If you would like further information on the CATTS please contact Rachel Crossley, [r.crossley@slcs.ac.uk](mailto:r.crossley@slcs.ac.uk)

**ACTION:** Use the [Online Community Group](#) to make comments and feedback on what you have heard today.

**ACTION:** Every University should have a plan for bombing and evacuation.

**ACTION:** Building planning have to think about building design. If you can drive a big vehicle bomb into the building it would bring building down. Underground car parks are a target.

**ACTION:** if you want a Counter Terrorism session running in your team/institution, contact DC Glennis Tong.

**ACTION:** Have security coordinator

HEaTED | Myscience.co Limited | University of York | York YO10 5DD | T +44 (0) 1904 328 300 | F +44 (0) 1904 328 328  
info@heated.ac.uk | www.heated.ac.uk