State's self assessment

Assessing Security Culture

Understanding what your current security culture is like, and how you would like it to be in the future, is an important step towards developing a strong and effective security culture.

The following questions can help assess if a robust security culture exists at your airport/s. The questions can be built into local quality control and assurance processes, as well as training courses and workshops, with results shared amongst airport leadership.

	QUESTIONS	RATING 1 being *Not likely/Never* 10 being *Very likely/Always*									
1	Is security an organization priority and a core value of the airport?	1	2	3	4	5	6	7	8	9	10
2	Are policies and procedures in place that define security culture i.e. a Vision/Mission Statement with a description of what effective security looks like?	1	2	3	4	5	6	7	8	9	10
3	Do staff know how their work contributes to the overall security of the airport and its users?	1	2	3	4	5	6	7	8	9	10
4	Are security threats and risks properly understood at all levels (up to and including senior managers)?	1	2	3	4	5	6	7	8	9	10
5	Do managers promote an effective security culture by visibly endorsing and executing security initiatives i.e. do they lead by example?	1	2	3	4	5	6	7	8	9	10
6	Are there written records of agreed security standards and procedures? And are these records easily accessed by staff?	1	2	3	4	5	6	7	8	9	10

7	Are staff given the resources and time that they need to comply with security measures?	1	2	3	4	5	6	7	8	9	10
8	Are all staff appropriately and regularly vetted?	1	2	3	4	5	6	7	8	9	10
9	Are staff airport passes visible at all times? And if not, are staff being challenged?	1	2	3	4	5	6	7	8	9	10
10	Do all staff and passengers pass through security screening?	1	2	3	4	5	6	7	8	9	10
11	Do training materials (including refresher training materials) contain a description of the current threat to aviation and security processes?	1	2	3	4	5	6	7	8	9	10
12	Does training build in positive security culture best practices?	1	2	3	4	5	6	7	8	9	10
13	Are there posters and/or other communication campaigns around the airport promoting positive security behaviours e.g. reminding staff and visitors to remain vigilant and to report suspicious activity immediately?	1	2	3	4	5	6	7	8	9	10
14	Do management communicate with all staff on security issues e.g. through written communications and staff announcements?	1	2	3	4	5	6	7	8	9	10
15	Are security messages (including security alerts and security announcements) a regular feature of internal/external airport communications? Are these messages also designed to provide a deterrence message back to those who might be conducting hostile reconnaissance?	1	2	3	4	5	6	7	8	9	10
16	Are there processes in place to enable and encourage staff to report security-related incidents (with the option of anonymity)?	1	2	3	4	5	6	7	8	9	10
17	Are staff provided the opportunity to suggest ways in which security could be improved e.g. through staff surveys (question sets), feedback boxes, interviews, workshops, peer reviews?	1	2	3	4	5	6	7	8	9	10

18	Is there a process that provides regular (at least annual) feedback to security officers on their work programme?	1	2	3	4	5	6	7	8	9	10
19	Do staff (including security officers) receive recognition from managers for positively contributing to security?	1	2	3	4	5	6	7	8	9	10
20	Is there good cooperation, support and communication within teams of security officers? And do security officers and managers consider themselves to be part of a team?	1	2	3	4	5	6	7	8	9	10

	TOTAL POINTS	

RESULTS

Over 160 – Excellent. A strong and effective security culture exists, with many security culture best practices implemented. Security culture is recognized as a core value and staff at all levels are engaged with, and take responsibility for, security issues and protective security measures.

Comment: Please note that the security landscape is changing every day, so there is no room for complacency. There is always room for continuous improvements!

Between 121 and 160 – A good security culture exists. Security culture is recognized as important and staff are likely to think and act in a security conscious manner at all levels. Further security culture best practices can be implemented to achieve a strong and effective security culture.

Between 60 and 120 – A fair security culture exists. Some security culture awareness exists, but security culture needs to be strengthened across the organization to ensure security is a collective responsibility shared by everyone. Security culture initiatives (including airport security culture campaigns and/or security awareness programmes) are recommended.

Under 60 – A poor security culture exists amongst staff at all levels. Work is needed to develop a security conscious workforce and to promote desired security behaviours. Leadership buy-in towards developing a strong and effective security culture is recommended, alongside security culture initiatives (including airport security culture campaigns and/or security awareness programmes).