



International Workshop on Countering Violent Extremism and the Insider Threat in the Nuclear Sector

03-05 December 2019. London, UK

Preliminary programme

DAY 1: TUESDAY 03 DECEMBER 2019

OPENING SESSION

09:00—09:30 Welcome remarks, objectives and agenda of the workshop (WINS)

09:30 – 10:00 Introduction of participants and discussion to review their expectations (Facilitator)

SESSION 1: UNDERSTANDING THE VE THREAT AND HOW IT RELATES TO NUCLEAR SECURITY

Key issues

- What is ‘violent extremism’ (VE) and how does it relate to ‘terrorism’ and ‘extremism’?
- What factors lead to radicalisation and violent extremism? What are the known intentions and capabilities of violent extremists?
- What can we learn from real case studies involving extremists in the nuclear and non-nuclear sectors? What features make the nuclear industry more or less likely to become a target of VEs? What are the scenarios of concern and how do they relate to the nuclear industry?

10:00 – 10:45 **Trends in Violent Extremism**

Defining the VE threat and its recent evolutions

10:45 – 11:00 Coffee Break

11:00 – 11:30 Exploring the themes discussed in *Engineers of Jihad - The Curious Connection between Violent Extremism and Education* and examining the book’s relevance to the nuclear sector

11:30 – 12:30 **Case study: Assessing the extent of the VE threat to the nuclear industry and other critical infrastructures.** *What factors lead to violent extremism? What are the objectives and motivations of VEs? What are their known intentions and capabilities?*

12:30 – 13:30 Lunch

13:30 – 14:15 **Break-out groups: The relevance of the VE threat to the nuclear industry**

- What features make the nuclear industry more or less attractive to becoming a VE target?
- What scenarios involving VEs are most likely to happen? What can we expect today? What should we anticipate for tomorrow?

SESSION 2: EXAMINING CURRENT BEST PRACTICE IN RISK MITIGATION AND EXPLORING THE REMAINING VULNERABILITIES

Key issues

- What are the current measures in place to mitigate the risk? What range of stakeholders is involved? Are we satisfied with their involvement, cooperation and coordination?
- What is the role of the international community in supporting countries and organisations to mitigate the VE threat? How can we ensure the mutual transfer of experience (success stories)?
- What can we learn from other sectors?

- 14:15 – 15:00** **Developing comprehensive approaches for reducing and defeating violent extremism**
- A national perspective
 - The role of civil society and other non-governmental stakeholders in mitigating the VE threat
- 15:00 – 15:30** **Plenary and Table Discussion**
- Identify the key internal and external stakeholders involved in mitigating the VE threat, review their roles, and assess their current contributions
- 15:30 – 15:45** Coffee Break
- 15:45 – 16:15** **The role of law enforcement and intelligence agencies in mitigating the VE threat**
- 16:15 – 16:45** **Plenary and Table Discussion**
- What are good practices for optimising communication, coordination and cooperation amongst key national stakeholders?
 - How can coordination between State intelligence services be ensured, both nationally and internationally?
- 16:45 – 17:15** **Learning from other sectors – The aviation industry experience**
- 17:15 – 17:45** **Wrap-up: Consolidating the key findings of the day**
- What have we learnt today?
 - What do we need to pay more attention to?
- 18:00 – 20:00** Workshop Cocktail

DAY 2: WEDNESDAY 04 DECEMBER 2019

- 09:00 – 09:30** Review of Day 1 key findings and objectives of Day 2 (Facilitator)

SESSION 3: OPTIMISING VETTING AND BACKGROUND CHECKS IN A RAPIDLY CHANGING WORLD

Key issues

- What are the best practices for an effective vetting regime and for ensuring the trustworthiness of individuals accessing sensitive materials or locations?
- What changes or evolutions are necessary to take into account modern VE threats? In what ways have the red flags around personnel changed?
- How do you ensure that national policies and practices are aligned with international best practice? How do you ensure collaboration among operators?

- 09:30 – 10:00** **Understanding the Insider Threat**

- 10:00 – 10:30** **Ensuring the trustworthiness of individuals accessing nuclear materials or sensitive locations and facilities**

- 10:30 – 11:00** **Plenary and Table Discussion**

- What is changing and what is staying the same when it comes to conducting effective vetting?

- 11:00 – 11:15** Coffee Break

SESSION 4: RED FLAGS AND THE ART OF THE POSSIBLE IN THREAT MITIGATION

Key issues

- What are best practices for designing and implementing behavioural observation programmes? How do you educate managers and staff to detect red flags and effectively report their concerns?
- What are the key elements of a whistleblowing programme? How does company culture matter?
- What are the legal and ethical challenges to human reliability programmes? How do you balance between security needs and privacy rights? How can a comprehensive HRP be resourced?

- 11:15 – 12:00 Behaviour observation programmes: current practices and lessons learned**
- A nuclear security manager’s experience
 - A psychologist’s experience
- 12:00 – 12:45 Break out-group discussion**
- What are the potential behavioural indicators of insiders, specifically VEs?
 - What are the capabilities of managers and co-workers to detect issues involving an employee?
 - How should they react to such situations?
- 12:45 – 13:45 Lunch**
- 13:45 – 14:15 The importance of social media in the radicalisation process and possible red flags**
- 14:15 – 14:45 The role of HR in mitigating insider and VE threats**
- 14:45 – 15:15 Plenary and Table Discussion**
- What are the legal and ethical challenges to human reliability programmes and other mitigation measures against the VE and insider threat?
- 15:15– 15:30 Coffee Break**
- 15:30 – 16:15 Break-out group discussion**
- What are best practices for facilitating the reporting of serious concerns and ensuring effective follow-up?
- 16:15 – 17:00 Wrap-up: Consolidating the key findings of the day**
- How do VE characteristics impact our current behaviour observation programmes?
 - What are best practices for detecting and reporting red flags?
 - What are we good at? What still requires improvement?
- 17:00 End of Day 2**

DAY 3: THURSDAY 05 DECEMBER 2019

- 09:00 – 09:30 Review of Day 2 key findings and objectives of Day 3 (Facilitator)**

SESSION 5: RESPONDING EFFECTIVELY TO A VE INCIDENT

Key issues

- What are best practices for responding to a violent extremist?
- How do these practices differ from practices for other threats?
- Do we have actual experience in responding to VEs?

- 09:30 – 10:00 Responding to an incident involving a VE**

- 10:00 – 10:30 Case study: Ensuring an effective response to a VE**

- 10:30– 10:45 Coffee Break**

SESSION 6: MEASURING THE EFFECTIVENESS OF MITIGATION PROGRAMMES

Key issues

- How can HRP programmes be measured for their effectiveness? What is the role of vulnerability assessment in demonstrating the performance of security arrangements against VEs?
- What leading and lagging indicators characterise an insider mitigation programme?
- How can we integrate the insider/VE risk into the overall risk management structure?



10:45 – 11:15 Assessing the performance of security arrangements against insider and VE threats

11:15 – 12:00 Plenary and Table Discussion

- What are key performance indicators for the VE mitigation programme?

12:00 – 13:00 Lunch

CONCLUDING SESSION

13:00 – 14:30 Break-out groups to consolidate the key findings of the event

- How is the VE threat changing? How do these changes relate to participants' countries of origin?
- What is changing / staying the same in terms of the human factors related to nuclear security?
- How can we ensure optimal exchange of information amongst key stakeholders, within and outside the nuclear sector?

Wrap-up session to

- Develop personal take-aways and follow-up actions
- Identify questions and challenges that remain unaddressed
- Suggest a way forward to international nuclear security stakeholders

14:30 – 15:30 Concluding session

- Personal take-aways
- Suggestions for revising the WINS BPG
- Evaluation of the workshop
- Closing remarks

End of the event