



S12 – Security Guarding Industry Leadership Group

Minutes of S12 Workstream Meeting, lobbying to make it an aggravated criminal offence to assault a security officer, held on the 26th November 2025 commencing at 11am UK time.

Location: Video Conference Call (Teams)

Present:

Workstream Chair

Alex Booth, Managing Director AURA UK, Member of S12

Workstream Members

Paul Fullwood, S12 Chief of Staff

Leigh Turner, Founder UKSICA

Mark Wallace, Director Kingdom Security

Joe Green, Security Manager East Village Security

Neil Grimmer, CEO Sports Concerts & Events

Ryan Butler, Growth Development Manager Wise-K9

Daniel Garnham, General Secretary Security Industry Federation

Jay Bullock, Founder & MD Anubis Group

Agenda

- Align on workstream objective
- Discuss current legislative protections in place for security officers
- Review work done to-date and key industry stakeholder feedback
- Data and evidence – creating an irrefutable case
- Seeking consensus on the best path forward

1. Introduction

The Chair welcomed attendees and reminded them of the S12 Code of Conduct, that the meeting was being recorded, and that the minutes would be shared publicly via the S12 website. Introductions were made by each workstream participant.

2. Workstream Objective

The Chair reminded members of the original objective of the workstream, namely to lobby for legislative change to make it an aggravated criminal offence to assault a security officer and introduced the agenda to the session, as captured above. A chart showing police and SIA licence holder numbers evolution over the last 10-20 years was presented to provide context around the increasing frequency with which security officers are acting as first responders to a variety of incidents, and therefore the need for them to be afforded the same protections under the law as other emergency workers.



3. Legislative Context

The Chair introduced the key legislation relating to the objective, namely the Assaults on Emergency Workers Act 2018, which does not explicitly include private security officers, and the Police, Crime, Sentencing and Courts Act 2022, which does include some additional protections for security officers.

Jay Bullock raised the point that specific legislation in other parts of the UK, including Scotland, Wales and NI needs consideration. Daniel Garnham raised other relevant legislation, including the Public Order Act 1986.

The Chair confirmed that a full review of all relevant legislation is being arranged to provide a comprehensive view on existing protections and ensure clarity around what changes should be sought.

Action: Confirm timeline for review and share output with working group on completion

4. Petition Update

Daniel Garnham provided a summary of the outcome of the first petition, started by the Security Industry Federation (SIF) in 2025, which gained 4,500 signatures, falling short of the 10,000 threshold for government response. Daniel shared some anecdotes of assaults suffered by SIF members as evidence for why the additional legislative protection is needed. Daniel confirmed that a second petition has been initiated and should be available for wider signatories in January. The clear goal is to achieve a minimum of 10,000 signatures to require an official government response, and aim for 100,000 to trigger a parliamentary debate.

Daniel also summarised his correspondence with the Security Minister, Dan Jarvis, around the initial petition, as well as with Michelle Russell, CEO of the SIA.

It was agreed by all members that mobilisation of the wider security industry to get behind the petition was key.

5. Evidence and Data

The discussion moved on to the importance of gathering compelling data and evidence as to the scale of the problem to support the case for change. A number of members, including Mark Wallace, Leigh Turner and Neil Grimmer discussed challenges around the under-reporting of many assaults, and made suggestions about the possibility of a centralised database where different organisations could share their data to build a clearer view of the volume of incidents faced by security officers. The idea of a campaign to highlight the magnitude of assaults and inequity in sentencing compared to emergency workers was discussed.

The problem of SIA officers having their licenses suspended as incidents are investigated was raised as one cause of under-reporting of incidents, something to be tabled for discussion with the SIA.



Action: Consider the most effective way of gathering centralised data around security officer assault cases

6. Conclusions and Next Steps

There was unanimous support for the need for legislative change to enable security officers to carry out their responsibilities with additional protections, and that the path will broadly follow several key steps:

- Clarification of existing legislation and gaps
- Creation of compelling case via presentation of joined up data
- Mobilising the industry to get behind the second petition starting in early 2026

The Chair confirmed that a meeting with SIA COO Debbie Bartlett to discuss this workstream is scheduled for 10th December, and that it is also the intention of the S12 to understand the Minister's current position on any possible legislative changes to support this initiative.

Action: Report back on output from SIA meeting and any indications of Minister's position

7. The meeting was closed by the Chair at 12pm