



S12 – Security Guarding Industry Leadership Group

Minutes of Meeting

Meeting Title: Training Malpractice (Operation RESOLUTE) – Workstream Initial Call

Date: 24 November 2025

Time: 14:00 – 15:07

Location: Microsoft Teams

Chair: Claire Shrosbree

Attendees:

- Claire Shrosbree (Lead)
- Tim Kendall (Support)
- Paul Fullwood (Chief of Staff, S12)
- Paul Howe
- Ahmad Rafique
- Richard Fogleman
- Richard Harris - Guardium
- Leigh Turner – Elite Tactical Force
- Jason Grant - Cr2 security group limited
- Abby Edmunds – FGH Security
- Dee Ohanlon – Qualifications Network
- Nathan Harvey – Babcock International
- Chris Edwards – Westgate Consulting
- Stephen Humphrey – FNV Security and Training

Agenda

1. Introductions, housekeeping & code of conduct
2. Overview of training malpractice and regulatory framework
3. Workstream aspirations and objectives
4. Driving objectives – contributions from members
5. Risks, blockers, and opportunities
6. Actions, reporting & milestones
7. Any other business

Key Points Discussed



1. Introductions & Housekeeping

- Meeting recorded and will be uploaded to S12 website.
- Code of Conduct shared prior to meeting.

2. Overview of Training Malpractice (Paul Fullwood)

- Dual regulation:
 - **SIA** sets standards and approves training.
 - **Ofqual** regulates qualifications and maintains standards.
- Six awarding organisations: Pearson, BIAB, SFJ Awards, Highfield, Laser, QNUK.
- Approx. 650 training centres operate under awarding bodies; no direct regulation of centres or trainers.
- Common malpractice issues: fraud, weak ID checks, poor invigilation, remote learning vulnerabilities.

3. Workstream Objectives

- Liaise with SIA, awarding bodies, and industry to strengthen malpractice prevention.
- Explore trainer licensing under revised Private Security Industry Act.
- Consider peer checks and clearer regulatory responsibilities.
- Strategic approach to protect public and improve sector competence.

4. Open Discussion – Key Issues

- **Representation:** Need more training providers involved (L. Turner).
- **Trainer accountability:** Trainers marking own assessments creates risk (Richard Harris).
- **Quality concerns:** Poor “train-the-trainer” courses; profit-driven (Richard Harris).
- **Enforcement gaps:** Lack of robust checks; suggested linking inspection data to awarding bodies (Jason Grant).
- **Financial checks:** Owners should undergo screening to reduce bribery risk (Jason Grant).
- **Transparency:** Publish inspection results and provider ratings for learner choice (Abby Edmunds).
- **Funding pressures:** Government-funded schemes linked to malpractice risk (Dee).
- **Reset policy:** Free resets undermine credibility (Dee).
- **Technology:** AI and facial recognition suggested for monitoring (L. Turner).



- **Course length:** Current duration disproportionate; review needed (Jason Grant).
- **DWP involvement:** Industry must influence funding model to reduce exploitation (Richard Harris).

5. Risks, Blockers & Opportunities

- **Risks:** Pushback from poor-performing centres; lack of robust data.
- **Blockers:** Fragmented regulation; no trainer-level licensing; limited enforcement resources.
- **Opportunities:** Influence reform; raise competence; partner with credible providers; enhance public safety.

Agreed Actions

- **Feedback Form:** Claire to distribute by end of week; responses within 2 weeks.
- **Stakeholder Engagement:** Invite SIA, Ofqual, awarding bodies to next meeting.
- **Regular Meetings:** Monthly Teams calls; one in-person meeting biannually.
- **Action Tracker:** Develop milestones and timelines with Paul Fullwood.
- **Priority Focus:** Trainer licensing/certification identified as first deliverable for Ministerial discussion.
- **Data Transparency:** Explore publishing inspection and compliance data.
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Next Meeting

- **Date:** To be confirmed (monthly cadence proposed).
- **Focus:** Review feedback form results; engage regulators and awarding bodies.

Any Other Business

- Jason Grant: Oversized classes (>12 learners) should be flagged for scrutiny.
- Richard Harris: Ensure cross-workstream collaboration (labour exploitation, stakeholder engagement).
- Lee Turner: Awarding bodies should face sanctions for non-compliance.

Meeting closed at 15:07.