



S12 – Security Guarding Industry Leadership Group

Minutes of the Training Malpractice Meeting

Date:	8th April 2026
Time:	10:00am (BST)
Location:	Microsoft Teams (Video Conference)
Workstream Chair:	Claire Shrosbree – Security Guarding Leadership Group

Attendees

Claire Shrosbree – S12 Chair	Tim Kendall – S12 Board Member
Paul Fullwood – S12 COO	Dee - QNUK
Anisah Mehmood - S12 (Secretariat)	Sarah Binnion – Stone Gate Group
Steven Moore – S12 Board Member	Jason Prendergast - SIA
Carl Morgan – White Tree	Kevin Ramshaw - Mitie
Kirsty Boulhierac – CYS Group	Kieran Mackie - Amulet
Richard Harris - S12 Board Member	Glen Tonkyn – S12 Board Member
Ben Mumford - Bidvest Noonan	

Apologies

N/A	
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Item 1: Welcome and Introductions

The Chair welcomed attendees and confirmed that the meeting was being recorded. Members of the S12 supporting the Training Malpractice workstream were introduced, including Steven Moore, Kieran Mackie, and Tim Kendall.

Item 2: Purpose of Meeting and of the Training Malpractice Workstream

The Chair reiterated the three-year objectives of the Training Malpractice workstream, namely to:

- Reduce malpractice through clearer frameworks and guidance.
- Collaborate with regulators (SIA, Ofqual, SQA) on inspection activity and awareness.
- Seek enhanced legislation and powers to tackle malpractice and criminality.
- Ensure robust and independent assessment arrangements across the UK private security industry.

Item 3: Twelve-Month Deliverables and Ownership

The agreed twelve-month deliverables and indicative leads were outlined and will be progressed through monthly meetings and regulator engagement. The Chair outlined the agreed 12-month deliverables, confirming indicative leads as follows:

- Monthly workstream meetings to capture trends, risks, and opportunities – Chair
- S12 communications campaign on training malpractice reporting routes – Chair / Steven Moore
- Two SIA training malpractice webinars – Steven Moore / S12 Comms
- Strengthening SIA “Get Training” guidance and minimum standards – Kieran Mackie
- Engagement with government to strengthen regulation of training centres and trainers – Chair / Tim Kendall
- Monthly operational updates from SIA, Ofqual, and SQA – Chair
- Engagement with awarding organisations to reduce malpractice – Chair / Tim Kendall
- Exploration of enhanced powers (e.g. information-sharing, RIPA-related issues) – Paul Fullwood
- Independent assessment arrangements across the sector – Chair / Kieran Mackie
- Reducing financial incentives that undermine assessment integrity – Kieran Mackie (with wider group support)



Item 4: Clarification on Independent Assessment

Following a question from Richard Harris, discussion clarified that:

- Training centres currently self-assess, creating risk and reduced confidence.
- Independent assessment is needed to avoid “marking one’s own homework”.
- The workstream’s role is to influence regulators and government, not to dictate operational detail to the SIA, awarding organisations, or Ofqual.

Item 5: SIA Update – Training Malpractice and Enforcement

Jason Prendergast (SIA) provided a substantive update on Operation Resolute, inspection activity, and enforcement trends including English language assessment malpractice and non-approved centers:

- Overview of Operation Resolute, focusing on preparation, prevention, pursuit, and protection of standards.
- Significant increase in inspection activity, including themed “weeks of action”.
- Identification of malpractice, particularly English language assessment fraud.
- Collaboration with Ofqual during inspections.
- Introduction of new capability to address English language concerns through post-qualification follow-up.
- Joint working with Report Fraud to disrupt non-approved training centres.
- Approximately 1,000 licence suspensions in the previous year, including large-scale enforcement in Manchester and Glasgow.
- Confirmation that the licence-linked qualification review is ongoing, with public consultation imminent and conclusions expected by Spring 2027.

Item 6: Awarding Body Perspective - Discussion and Key Risks

Members discussed independent assessment concerns, transparency following sanctions, the re-establishment of centres under new legal entities, and systemic financial incentives undermining standards:

- Awarding bodies share intelligence and investigation notices.
- Centres engaged in malpractice frequently “phoenix” under new identities.
- Approved training centres are listed on the government website and updated monthly.
- Members are encouraged to report suspected non-approved centres to the SIA.

Item 7: Transparency and Industry Communications

Discussion highlighted:



- Lack of a formal mechanism to publish details of centres suspended or closed due to malpractice.
- The need to balance transparency with legal and investigative constraints.
- Agreement that the workstream should explore how post-investigation outcomes can be communicated more effectively to industry.

Item 8: Systemic Risks and Policy Considerations

It was emphasised that:

- Training malpractice is a major public safety risk, alongside labour exploitation.
- Lack of regulation of trainers and training centres presents a material gap.
- Financial incentives (e.g. “100% pass rate” models) undermine assessment integrity.
- Government procurement models can unintentionally reinforce poor practice.
- The S12 should act as a collective industry voice to government to address structural weaknesses.

Item 9: Engagement and Next Steps

The Chair:

- Encouraged members to involve frontline officers in the workstream, recognising their insight and experience.
- Confirmed slides and recording would be shared.
- Invited follow-up engagement outside the meeting.

Item 10: Actions Summary

Action Ref	Action	Owner	Deadline	Status / Notes
11.1	Circulate confirmed Training Malpractice workstream objectives and invite members to indicate areas of support	CS	Post-meeting	To enable wider industry participation against specific objectives
11.2	Develop and coordinate an S12 communications campaign highlighting	CS/JS	Q2 2026	To align with existing SIA, Ofqual and Awarding



	training malpractice reporting routes			Organisation messaging
11.3	Plan and deliver two Training Malpractice webinars in collaboration with SIA and awarding bodies	SM/JS	2026	To raise awareness and share good practice across the industry
11.4	Engage with the SIA on strengthening “Get Training” guidance and minimum trainer standards	KM/CS	Ongoing	To address dilution of standards and inconsistent delivery
11.5	Engage government on regulatory gaps relating to trainers, training centres and assessment integrity	CS	Ongoing	To support enhanced regulatory and enforcement powers
11.6	Explore options to improve transparency for industry following sanctions or closure of non-compliant training centres	CS/SIA liaison	Ongoing	Subject to legal and investigative constraints
11.7	Support the SIA and awarding bodies in strengthening independent assessment arrangements	CS/KM	Ongoing	To increase confidence and consistency across qualifications
11.8	Engage with government and stakeholders to address financial incentives that undermine assessment integrity	CS/PF	Ongoing	Including “100% pass rate” and volume-driven models

Item 12: Any Other Business

No further items were raised



Item 11: Next meeting date: Wednesday 20th May 2026

Item 13: Close of Meeting

The Chair thanked attendees for their contributions and formally closed the meeting at 9:46am.