

S12 – Security Guarding Industry Leadership Group

Minutes of the Training Malpractice Meeting

Date:	17 June 2026
Time:	11:00am (BST)
Location:	Microsoft Teams (Video Conference)
Workstream Chair:	Claire Shrosbree – Security Guarding Leadership Group

Attendees	
Claire Shrosbree – S12 Chair	Sarah Binnion (External)
Anisah Mehmood - S12 (Secretariat)	Kevin Ramshaw (External)
Jenna Smith - S12 Comms	Leigh Turner UKSICA (External)
Shameem (External)	Richard Harris (External)
Olayinka Ogungbemi (External)	Jason Pendergast (External)
David Brook (External)	Gus Rees Mcpherson (External)
Laura Robinson (External)	Dee QNUK (External)

Apologies	
Paul Fullwood – S12 COO	Nigel Coates (External)
Gemma Newman – S12 Board Member	

Item 1 – Welcome and Opening Remarks

1.1 The Chair confirmed the meeting was recorded and reminded attendees of the code of conduct.

1.2 Apologies noted for absent members; Jason Prendergast provided updates in place of Pete.

Item 2 – Operational Update (SIA Activity)

2.1 A targeted enforcement initiative resulted in visits to 24 training centres nationwide.

2.2 Four centres were reported to Awarding Organisations, resulting in immediate sanctions (registration and qualification locks).

2.3 Increased intelligence relating to malpractice identified through inspections and industry feedback.



Item 3 – Reporting of Training Malpractice

3.1 A direct reporting link was shared for wider dissemination.

3.2 Members were encouraged to:

- Promote reporting routes within networks
- Share messaging via social media and industry contacts

3.3 Intelligence-led reporting highlighted as critical to enable enforcement activity.

Item 4 – Communications Strategy

4.1 Draft Comms strategy structured around three key themes:

1. Education on risks and implications of malpractice
2. Guidance on reporting routes
3. Outcomes of improved industry standards

4.2 Key points:

- Use of data and case studies
- Development of a consistent, unified message
- Proposal for a communication toolkit

4.3 First draft to be shared by end of June 2026.

Item 5 – Education and Consequences of Malpractice

5.1 Strong agreement that messaging must clearly outline personal consequences, including:

- Licence suspension or revocation
- Financial burden of retraining
- Impact on employment

5.2 Noted that individuals may be either unaware or complicit.

5.3 SIA confirmed:

- Individuals are signposted appropriately
- Remedial training may be available where appropriate

Item 6 – Industry Impact and Strategic Risks

6.1 Potential consequences of addressing malpractice include:

- Reduction in workforce numbers
- Impact on licence volumes
- Increased industry charge rates

6.2 Balance required between:

- Short-term disruption
- Long-term professionalisation

Item 7 – Barriers to Reporting

7.1 Identified barriers include:

- Self-interest and fear of losing work



- Competitive (“tit-for-tat”) reporting
- 7.2 Agreement that stronger consequence-led messaging is required.

Item 8 – Training Standards and Delivery Issues

8.1 Concerns raised regarding:

- Ease of becoming a trainer
- Variable trainer quality and experience
- Evidence manipulation and accelerated training delivery

8.2 Risks include:

- Fast-track courses below required duration
- Weak due diligence processes
- Potential misuse of visa routes

Item 9 – Recruitment and Industry Standards

9.1 Proposal to develop a standardised recruitment/onboarding checklist to identify red flags.

9.2 Emphasis on improving:

- Professional standards
- Attraction and retention of quality personnel

Item 10 – Apprenticeships and Skills Pipeline

10.1 Concern raised regarding defunding of Level 2 and Level 3 security apprenticeships.

10.2 Identified as a risk to long-term workforce development and quality.

Item 11 – Communications Enhancements

11.1 Suggested additions include:

- Hard-hitting messaging on consequences
- Use of case studies (malpractice and success)
- Messaging targeted at new licence holders

11.2 “Do it once, do it right” noted as a key campaign message.

Item 12 – Webinar Development

12.1 Work underway to develop a training malpractice webinar.

12.2 Stakeholder engagement ongoing (including Ofqual and SIA).

Item 13 – Any Other Business

13.1 Further work required on:

- Recruitment standards
- Professionalisation strategy
- Consistency of communications

Item 14: Next meeting date: Wednesday 15 July 2026



Item 15: Close of Meeting

15.1 The meeting closed with thanks to attendees. The Chair formally closed the meeting at 11:12am.

Action No.	Action	Owner	Deadline
1.7	Share malpractice reporting link across networks and platforms	All	July 2026
1.8	Develop and circulate draft Comms strategy	Jenna Smith	End June 2026
1.9	Create unified Comms toolkit	Jenna Smith	July 2026
1.10	Develop recruitment/onboarding checklist	Steven Moore / Workstream	July 2026
1.11	Provide case studies and supporting data	All	July 2026
1.12	Progress webinar planning and stakeholder engagement	Claire Shrosbree	July 2026
1.13	Incorporate apprenticeship impact into Comms plan	Jenna Smith	July 2026