



S12 – Security Guarding Industry Leadership Group

Minutes of the Training Malpractice Meeting

Date:	19 August 2026
Time:	11:00am (BST)
Location:	Microsoft Teams (Video Conference)
Workstream Chair:	Claire Shrosbree – Security Guarding Leadership Group

Attendees

Claire Shrosbree – Workstream Chair	Steven Moore – S12 Board Member
Kirsty Boulierac - (External)	Pete Easterbrook (External)
Anisah Mehmoood - S12 Secretariat	Dee (External)
Jenna Smith - S12 Comms	Ben Mumford (External)
Paul Cartlidge (External)	Leigh Turner (External)
David Brook (External)	Richard Harris (External)
Shell Clapham (External)	Siobhan Cummings (External)

Apologies

Tim Kendell - S12 Board Member	Kieran Mackie - S12 Board Member
Paul Fullwood – S12 COO	

Item 1. Welcome and Approval of Previous Minutes

The Chair welcomed attendees and confirmed the meeting was being recorded.

Item 1.2 Approval of Previous Minutes

The minutes from the previous meeting were reviewed and approved with no amendments.

Item 2. Strategic Update

Item 2.1 Labour Exploitation Workstream

- A Charter and Guidance Document have been drafted and are being updated to reflect revised terminology relating to labour abuse.
- Updates were received from the Home Office regarding Martin's Law implementation.



- An in-person Martin's Law session is scheduled for 9 September 2026.
- Ongoing engagement continues regarding the Buyers' Charter.
- A recent Careers and Skills webinar explored support for post-entry qualifications.
- Members were advised that the organisation is approaching its one-year anniversary, with Board discussions planned for September.

Item 3. SIA Update on Training Malpractice

Item 3.1 Operation Resolute

Pete Easterbrook provided an overview of Operation Resolute and recent developments, including:

1. Establishment of a dedicated Qualifications Integrity Unit bringing together training, compliance, intelligence, criminal investigation and financial investigation expertise.
2. A significant increase in unannounced inspections and coordinated enforcement activity across multiple locations.
3. Increased focus on identifying organised networks operating across multiple training centres.
4. Enhanced intelligence-sharing arrangements with awarding organisations, enabling rapid intervention where concerns are identified.
5. Regulatory action taken where serious and persistent assurance failures have been identified.
6. More than 100 improvement notices have been issued to training providers.
7. Approximately 1,000 licences have been suspended where qualification validity concerns have been identified.
8. Ongoing work to strengthen assessment, assurance processes, identity controls and information-sharing arrangements.

Item 3.2 Future Activity

- Members were encouraged to participate in the forthcoming public consultation relating to qualification reviews and assurance arrangements.
- Continued reporting of intelligence and concerns relating to training malpractice was encouraged.

Item 4. Questions and Discussion

Item 4.1 Trainer-to-Learner Ratios



- Discussion took place regarding trainer-to-learner ratios for physical intervention training.
- It was confirmed that the expected ratio is one trainer to twelve learners.
- Where learner numbers exceed this threshold, additional competent trainers should be present.
- Concerns regarding possible non-compliance should be reported to the appropriate bodies.

Item 4.2 Physical Intervention Methodologies

- Concerns were raised regarding governance arrangements surrounding commercial physical intervention methodologies.
- Discussion highlighted challenges created by multiple methodologies operating across the sector.
- Members discussed the potential benefits of a standardised national approach.
- Feedback on physical intervention methodologies will continue to be considered through ongoing qualification review work and future consultation activity.

Item 5. Workstream Progress Update

Item 5.1 In-Person Event

- An in-person workstream meeting is planned for 21 October 2026 in London.
- Peter Harrison has offered to host the event.
- The online webinar remains scheduled for March 2027.

Item 5.2 Mystery Shopper Approach

- Exploration of a mystery shopper approach remains outside the remit of the workstream and sits with regulatory authorities.

Item 5.3 Engagement with Awarding Organisations

- Ongoing engagement continues with awarding organisations and regulators.
- Members welcomed continued participation and updates from regulatory bodies.

Item 5.4 Workstream Governance

- Internal review meetings between workstream leads and deputies are now established and continuing as planned.



Item 6. Twelve-Month Objectives Update

Item 6.1 Government and Regulatory Engagement

- A meeting was held with the Home Office on 12 August 2026.
- Discussions included trainer licensing and wider regulatory considerations.
- Work will continue to develop an industry position paper reflecting stakeholder views.

Item 6.2 Communications Campaign

- Development continues on a communications campaign aimed at:
 - Promoting reporting routes for training malpractice.
 - Supporting existing awareness messaging.
 - Educating learners on the risks and consequences of training malpractice.
- Members were asked to provide case studies and examples to support future communications activity.

Item 7. Any Other Business (AOB)

Item 7.1 Internal Communications Platform

- Development is underway for an internal communications platform for registered members.
- The platform is intended to improve collaboration and reduce reliance on email communications.
- Further updates will be provided following the September Board meeting.

Item 8. Next Meeting Date

Item 8.1 Next Meeting

- The next workstream meeting is planned for **21 October 2026** in London, subject to final confirmation.

Item 9. Close of Meeting

Item 9.1 Meeting Closure

- The Chair thanked all attendees, guest speakers and contributors for their participation and support.
- The meeting closed at approximately 11:00am.



Action Summary

Action Reference	Action Description	Meeting Date	Owner	Deadline
1.24	Organise and confirm arrangements for the in-person workstream meeting in London.	19 August 2026	Claire Shrosbree / Peter Harrison	21 October 2026
1.25	Continue engagement with awarding organisations and regulators to support future attendance and updates.	19 August 2026	Claire Shrosbree	Ongoing
1.26	Develop an industry position paper on trainer licensing and regulatory considerations.	19 August 2026	Claire Shrosbree and Workstream Members	September/October 2026
1.27	Launch Phase 1 communications campaign promoting training malpractice reporting routes.	19 August 2026	Jenna Smith	September 2026
1.28	Provide case studies and supporting evidence for Phase 2 communications activity.	19 August 2026	All Members	Ongoing
1.29	Arrange a follow-up discussion regarding physical	19 August 2026	Claire Shrosbree, Richard Harris,	To be confirmed



	intervention methodologies and governance considerations.		David Brook and Dee QNUK	
1.30	Review and respond to the forthcoming public consultation on qualification reviews.	19 August 2026	All Members	Upon publication
1.31	Continue sharing intelligence and concerns relating to training malpractice with relevant authorities.	19 August 2026	All Members	Ongoing