LEON GUARDING
Security, compliance and risk intelligence from Leon Guarding & FM Limited
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LEON INSIDER

THIS MONTH

A licence fee change with a hard deadline, a multi-agency operation that says a lot about where enforcement is heading, and a prosecution that shows what happens when a provider does not check.

LEAD STORY | SIA LICENCE FEE RISES ON 1 APRIL — ACT BEFORE 31 MARCH

The SIA announced on 4 March that the temporary £20 rebate on licence applications ends on 31 March 2026. From 1 April, every application costs £204 instead of £184.

Important distinction: the statutory fee is not going up. It has been £204 since April 2023. What ends is the rebate, funded since April 2020 from historical reserves that are now exhausted.

Who it affects: everyone. First-time applicants and renewals, all sectors — door supervisor, security guard, CCTV operator, close protection.

The action: if you or your officers have a renewal falling due in the next few months, submit before 31 March. Applications received up to that date still pay £184. There is no grace period afterwards.

Worth noting: the SIA's Martyn's Law work is funded separately by Home Office grant, not from licence fees.

Source: GOV.UK, 4 March 2026

SIA LICENCE APPLICATION FEE

£184
Until 31 March 2026

›

£204
From 1 April 2026

DEADLINE
31 MARCH

ENFORCEMENT | MULTI-AGENCY CHECKS ARRIVE IN THE NIGHT-TIME ECONOMY

On 6 March, HMRC, Kent Police Licensing and the SIA carried out unannounced joint visits to venues across Canterbury city centre. The agencies split the work: HMRC examined payroll and tax arrangements, SIA officers checked licensing and working conditions, and Kent Police focused on venue safety and safeguarding.

The **result**: security operatives from 10 different providers were examined. Every one was correctly licensed — 100% compliance.

Why this matters more than the result: the operation was explicitly aimed at tax evasion, unlawful employment and worker exploitation. Kent Police noted that joint working with HMRC allows them to gather intelligence on door staff and the companies employing them, particularly around PAYE compliance.

Licence checks are now only half of what an inspection looks at. How your provider engages and pays its officers is the other half.

10
different providers were examined.

100%
compliance.

PROSECUTION FILE | SIX MONTHS, 36 PAYMENTS, NO LICENCE CHECK

On 17 March at Luton Magistrates' Court, a security company director and his company pleaded guilty to supplying an unlicensed door supervisor.

The operative had been deployed to a venue over a six-month period without anyone checking his SIA licence status. The venue made 36 separate payments to the company, totalling more than £2,000. Fines and costs against the director and company came to £1,351.

The SIA's lead financial investigator made the point plainly: the company profited from deploying an unlicensed officer, and in doing so put the public at risk.

For buyers of security: the venue paid 36 invoices for a service it was not legally receiving. Liability for unlicensed deployment sits with the supplier, but the operational exposure sits with you.

36
payments

more than
£2,000

£1,351

FRONTLINE | USDAW FIGURES ON ABUSE OF RETAIL STAFF

Figures published by the retail trade union Usdaw this month, drawn from a survey of nearly 9,000 retail workers, found that during 2025:

- **78%** were verbally abused
- **54%** received threats of violence
- **11%** were physically assaulted

Physical assault has more than doubled since 2019. Two-thirds of attacks begin with a theft challenge.

BY THE NUMBERS

£184 → £204

SIA licence application fee from 1 April

31 MARCH

last day to apply at the lower rate

10 / 10

security providers found fully compliant at the Canterbury operation

11%

retail workers physically assaulted during 2025

FROM LEON GUARDING

In the community | HOPE Family Barking food bank

Our monthly volunteering with the HOPE Family Barking food bank continued through March. It remains one of the commitments our team is proudest of.

PRACTICAL TIP | ASK HOW YOUR OFFICERS ARE EMPLOYED

The Canterbury operation is a signal. Regulators are looking past the licence to the employment relationship behind it — PAYE status, working conditions, whether the officer on your site is employed by the company you contracted or sub-supplied from somewhere down the chain.

Questions worth putting to any provider

1. Are officers directly employed on PAYE, or engaged as self-employed or through agencies?
2. Do you use zero-hours contracts?
3. If you subcontract, who is the subcontractor and how are their officers vetted?
4. Can you evidence Real Living Wage or above?

An exploited workforce is an unstable one. High turnover means unfamiliar officers, weaker site knowledge and more incidents.

Leon Guarding employs 450+ officers directly on PAYE. No agency staff, no zero-hours contracts, and Real Living Wage accredited.