LEON GUARDING

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

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LEON INSIDER

THIS MONTH

Nine years on from Manchester, the regulator sets out how it is building its new function. Whistleblowers in our industry gain legal protection. And a fee change lands for approved contractors.

LEAD STORY | MARTYN'S LAW: THE SIA BUILDS THE MACHINE

Marking nine years since the Manchester Arena attack, the SIA published a progress update this month on establishing its regulatory function under the Terrorism (Protection of Premises) Act 2025. Executive Director for Martyn's Law Laura Gibb said the organisation remains focused on ensuring those affected by the attack stay at the heart of its work.

What is actually being built

- **A major recruitment campaign** for the Martyn's Law directorate, with roles advertised on Civil Service Jobs
- **Regional** inspection teams across the UK
- New premises in Manchester, where the Notifications, Assessment and Casework team will be based
- A digital notification portal, with volunteers being sought from in-scope premises and events to test it before go-live

The portal timing is worth watching. It is not expected to be available until early 2027, with commencement anticipated in spring 2027. That leaves a short window between the system going live and the law taking effect — and a likely rush of notifications through it.

The Section 12 consultation on the SIA's regulatory approach remains open until 12 June. If you have not responded, there is still time.

Source: Home Office, SIA progress update, May 2026

WORKFORCE | WHISTLEBLOWER PROTECTION COMES TO PRIVATE SECURITY

A Statutory Instrument laid before Parliament on 1 May will give the SIA prescribed person status under the Public Interest Disclosure Act 1998, with effect from 2 June 2026.

What this means in practice: a worker who reports wrongdoing in the private security industry to the SIA gains legal protection if they are then treated unfairly or dismissed for doing so. They can take a case to an employment tribunal.

Protected disclosures can cover

- unlicensed security
- suspected fraud and other criminal offences
- wider non-compliance
- risks to public safety

Disclosures can be made anonymously or confidentially. The SIA developed the guidance with support from Protect, the UK whistleblowing charity.

Whistleblowing under Martyn's Law is planned to be added to the SIA's prescribed status when that law commences.

The message to employers is direct. The SIA's Chief Executive put it this way: security companies are expected to create an environment where concerns can be raised openly, looked into fairly, and addressed promptly.

PROSECUTION FILE | A FORGED REFERENCE, A CRIMINAL RECORD

On 1 May at Scarborough Magistrates' Court, a licence applicant pleaded guilty to an offence under the Forgery and Counterfeiting Act 1981 after submitting a reference to the SIA purporting to come from a supervisor at a former employer.

SIA licensing staff contacted the named supervisor, who confirmed he had given no such reference. Fine, victim surcharge and costs totalled £920.

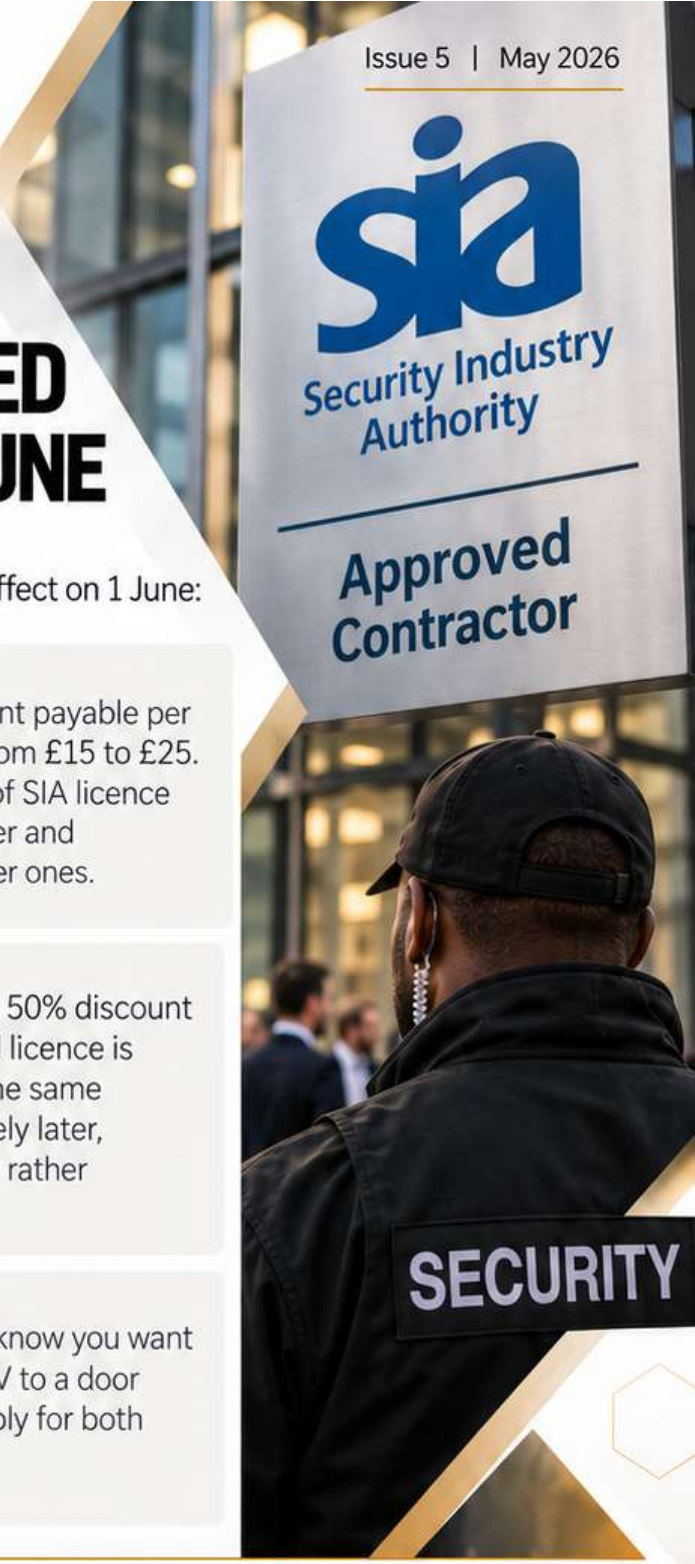
The wider point: the SIA verifies references. It is not a formality, and a shortcut at application stage now produces a criminal conviction that will follow the applicant through every future licence decision.

Offence committed —
1 May 2026

Total fine, surcharge and costs —
£920

Source: Home Office guidance and SIA news release, 1 May 2026

FEES | CHANGES FOR APPROVED CONTRACTORS FROM 1 JUNE



The SIA confirmed on 28 May a set of fee changes taking effect on 1 June:

ACS annual registration: the amount payable per licensable individual deployed rises from £15 to £25. The total fee scales with the number of SIA licence holders a company employs, so smaller and medium-sized firms pay less than larger ones.

Additional individual licences: the 50% discount now applies only where the additional licence is applied for on the same day and on the same application form. Applied for separately later, the second licence costs the full £204 rather than £102.

Practical point for officers: if you know you want a second licence type — adding CCTV to a door supervisor licence, for example — apply for both together.

BY THE NUMBERS

2 June 2026
whistleblower protection takes effect

£15 → £25
ACS fee per licensable individual deployed

£204 vs £102
cost of an additional licence applied for separately rather than together

12 June
Section 12 consultation closes

Early 2027
expected availability of the Martyn's Law notification portal

Source: SIA, 28 May 2026

FROM LEON GUARDING

In the community | HOPE Family Barking food bank

Our colleagues were at the HOPE Family Barking food bank once more in May, continuing the monthly volunteering we have sustained since last year.

HOPE FAMILY — Stronger Families Brighter Communities

PRACTICAL TIP | BUILD THE SPEAK-UP CULTURE BEFORE YOU NEED IT

Prescribed person status changes the calculation for any officer who sees something wrong on site. Where previously raising it externally carried career risk, it now carries legal protection.

For well-run companies this is an opportunity rather than a threat. The firms that will have problems are the ones where concerns had nowhere to go internally.

Worth checking this month

01 Does every officer know how to raise a concern internally, and to whom?

02 Is there a route that bypasses their immediate line manager?

03 When a concern was last raised, what happened — and did the person who raised it find out?

04 Does your induction mention whistleblowing at all?

Leon Guarding maintains a formal Whistleblowing Policy alongside our Anti-Bribery & Corruption and Safeguarding policies, with escalation routes that do not depend on the officer's immediate supervisor.