



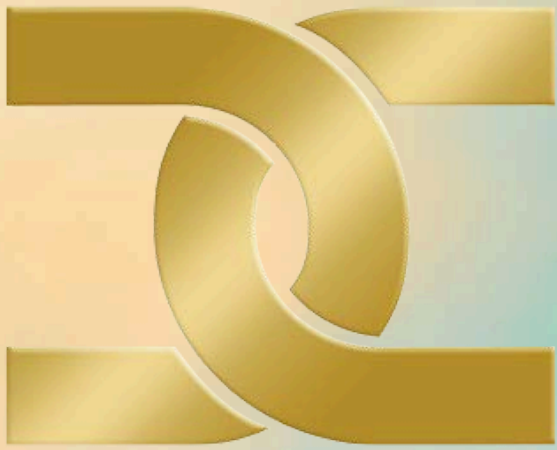
THE YEAR IN REVIEW

The BSIA in **2025**



THE VOICE OF THE PROFESSIONAL SECURITY INDUSTRY

Organised by the British Security Industry Association



BRITISH SECURITY AWARDS

CELEBRATING SECURITY EXCELLENCE

16 June 2026

Royal Lancaster, London, W2 2TY

12:00 - 18:00 + Evening Drinks til Late

**Celebrating outstanding achievements, acts of
bravery, and innovations across the security industry**

www.britishsecurityawards.co.uk



Hosted by

THE VOICE OF THE PROFESSIONAL SECURITY INDUSTRY

FOREWORD

Mike Reddington
Chief Executive



As we reflect on 2025, I am immensely proud to present a year defined by progress, resilience, and meaningful impact across the UK's private security sector. This has been a period in which the BSIA truly demonstrated the strength of our collective voice, the professionalism of our members, and the unwavering commitment of this industry to protecting People, Property, and Places in an increasingly complex world.

This year, the BSIA delivered some of its most significant work to date. We expanded our library of respected industry guidance to support installers, specifiers, and operational teams across the country. From sector specific guidance through CySPAG (Cyber Security Product Assurance Group) and its 10-Point Plan on how to improve Cyber Security for installers, to leading publications on Access Control and Fire Systems, we have continued to strengthen the foundations of quality and competency that define BSIA membership.

Advocacy remained central to our mission. We actively participated in #BusinessLicensingNow campaign to highlight the importance of professional regulation, while our growing partnership with the Association of Security Consultants

(ASC), and our support on initiatives including the International Security Officers Day (ISOD) and Martyn's Law awareness which reinforces our position as a trusted and influential voice in the future of security policy.

2025 also marked one of our strongest years for industry engagement. The BSIA proudly represented UK security at major national and international events, including Intersec Dubai, The OSPAs, The Security Event (TSE), SecurityTWENTY, International Security Expo, the Women in Security Awards, and many more. These platforms not only showcased British innovation and expertise, but deepened relationships across global security communities. Within the association, we provided seasonal education forums and membership engagement opportunities to continue to demonstrate the value of bringing the security sector together to share knowledge, experience, and best practice.

Our flagship celebration, the British Security Awards, once again demonstrated the exceptional calibre of talent across our industry. From acts of extraordinary bravery to technological innovation, operational excellence, and inspiring personnel, this year's finalists and winners exemplified the professionalism that demonstrates the significant value the private security industry provides in enhancing safety and security for us all.

Internally, we have also achieved organisational milestones. We launched the brand new, user-friendly BSIA website, expanded our digital capacities, and opened the new BSIA headquarters to better support our staff, members, and industry partners. CySPAG for installers was developed and launched, along with a plethora of publications that reflect best practice and excellence for the sector.

We are proud to maintain our >92% retention rate for membership, along with onboarding new members in a number of sections including Information Destruction, Security Officers Services, and Cash & Valuables in Transit. Our members and partners generously hosted us at events and site visits, offering invaluable opportunities to listen, understand challenges, and ensure the BSIA continues to deliver genuine value and support.

As we look forward into 2026, I am confident that the momentum that we have built - supported by the dedicated BSIA team, passionate industry stakeholders, and exceptional members - will carry us into further improvements and positive developments within the Private Security Industry. Together, we will lead, innovate, and champion the highest standards of professional security within our country.

Thank you to every member, partner, and colleague who has contributed to an exceptional 2025. Your commitment is the foundation of our progress, and together, we will continue to shape a safer, more secure and resilient future.

Mike Reddington
Chief Executive
British Security Industry Association



TECHNICAL SERVICES

Dave Wilkinson

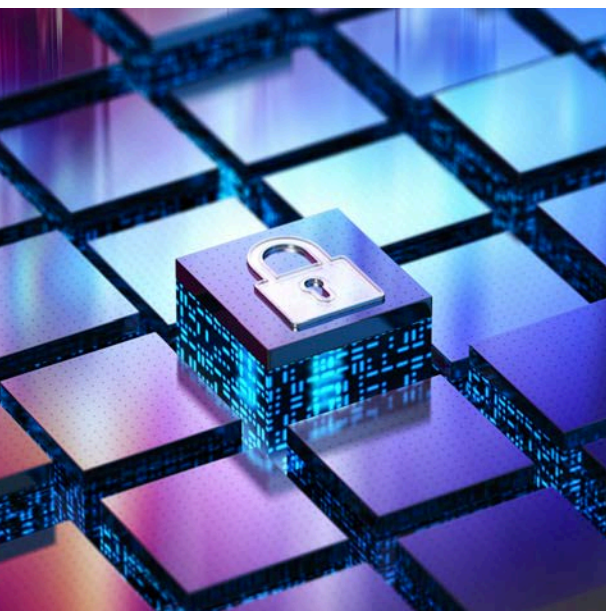
Director of Technical Services



2025 was a year defined by momentum and delivery. Despite team transitions, Technical Services maintained a high tempo across UK and European standards, regulatory change (AI, cybersecurity, ALL-IP and mobile network sunsets) and member-facing programmes.

We leveraged our influence across policing, insurers, government and European partners, advanced major BSIA schemes, and ensured our publications, guidance and quality systems continued to evolve. My sincere thanks go to my team, our members, section chairs and partners for their collaboration and commitment throughout the year.

Priorities for 2026 include strengthening member value through updated guidance and CPD, completing All-IP and mobile sunset network, securing NPCC policy updates and continuing to shape UK and European standards with a strong member voice.



Standards and Committees

Standards activity remained extensive, with more than 550 documents reviewed across alarms, video, access control, biometrics, security officer operations, AI and personal emergency systems. BSIA contributed across 55+ UK, European and international committees, including leading UK delegations for key alarm systems groups. Major projects included revisions to EN 50131-1, BS 7958, BS 8593, EN 50136-1, EN 50131-5-3 and IEC 62676-4, plus work on emerging EU regulations for AI and cybersecurity.

UK Networks - All-IP & Mobile Sunsets

We continued to support the UK-wide transition away from PSTN, working closely with DSIT, Ofcom and Openreach. A Q3 ARC "state of the nation" survey helped evidence industry readiness. Mobile network change remained challenging, particularly the planned retirement of VM02's 2G inbound roaming, affecting an estimated 500,000 lone-worker users. BSIA escalated concerns to government and operators and coordinated mitigation with members.

Policing Interfaces

Engagement with the NPCC Security Systems Group remained strong. BSIA's Dual Path Failure guidance was adopted into NPCC policy, helping reduce false alarms. We also anticipate inclusion of the SEMS UK standards compliance scheme in the April 2026 policy revision. Further work continued via the BS 8418 Industry Agreement group, developing a cross-industry approach to portable VSS detection systems in response to rising crime on transient sites.

ECHO

Engagement grew significantly as work progressed on the proposed Smart URN portal, designed to streamline police URN processes. We contributed to stakeholder sessions with ARCs and NPCC to assess feasibility, funding and rollout options, with member feedback shaping the BSIA position.



European Engagement: Euralarm

We remained active in Euralarm’s board, advisory and technical groups, contributing on AI, biometrics, cloud best practice, NIS2, harmonised standards and environmental considerations, including drafting work on EN 50131-1.



Special Interest Groups

Key SIGs have progressed well in 2025, including:

- CySPAG launched its installer scheme and associated documentation;
- AI/Biometrics focused on AI regulation, BS 9347, and solution showcases;
- HR/HS Forum continued to showcase strong engagement, welcoming new HR Chair Lauren Elmes.

Sections, Schemes & Outreach

We supported member section strategy work aligned with the BSIA 3Es, alongside cybersecurity schemes, UK standards compliance proposals, portable VSS agreements and BS EN 15713 audit pathways. Outreach included regional forums, trade shows, stakeholder dialogues and awards judging.

Publications & Quality

Ten publications were delivered or updated, including cybersecurity guidance, dual-path failure guidance and a video standards catalogue. We successfully passed our ISO 9001 audit and expanded digital capability with new AI tools, alongside refreshed IT and AI policies.

We look forward to a prosperous and exciting 2026, filled with further technical advancements by the team and our membership.



Find out more:

Publications and guidance can be found on the BSIA website:
www.bsia.co.uk/guidance

The Technical Team

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Marianne Davies-Crow | Technical Administrator & Compliance Officer
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FaSQUAL

Trusted Security Vetting

FaSQUAL cuts through the complexity of traditional BS7858 screening, giving the security industry a faster, smarter way to verify people. By securely storing pre-verified screening and qualification data – ready to reuse with the candidate's consent – FaSQUAL removes repetition, reduces cost, and accelerates onboarding. It's modern vetting, made effortless.

FASTER ONBOARDING

Immediate access to verified vetting records dramatically speeds up hiring, reducing administrative burden for integrators, recruiters, and contractors.

REDUCED COSTS

Eliminates certain segments of repeated BS7858 checks for every new assignment, allowing employers to pay only for the elements needed at each stage.

ENHANCES PROFESSIONALISM

By creating a unified, industry backed platform, FaSQUAL elevates workforce quality, consistency, and trust across the security sector.

WORKFORCE RETENTION

Records follow the individual—not the employer—giving contractors control of their data and speeding access to work, improving sector mobility.

TRUSTED GOVERNANCE

As a BSIA not-for-profit initiative, FaSQUAL removes commercial bias, ensures accountability, and builds trust with members, end users, and regulators.



www.bsia.co.uk/fasqual

SECURITY OFFICER SERVICES/EXPORT

John MacAskill

Director - Security & Export
j.macaskillebsia.co.uk



We started the year in security & export in positive style at Intersec Dubai. As well as hosting our sell-out BSIA UK pavilion, we were invited to the British Embassy to take part in the celebrations and to watch presentations from our British delegates from the UK Government.

As ever, this event was extremely well attended and the presence of the BSIA supporting UK export was invaluable to the audience.



In March we were able to provide our Security Officer Services members with some key thought leadership from the Security Industry Authority at our Regional Forum which took place at our members **MAN Commercial Protection's** offices in Solihull.

In April, we hosted a large member's lounge at **The Security Event** at the NEC in Birmingham in April. During the event we chaired the **Export Council** meeting which was attended by multiple stakeholders from across the sector. In addition, we gave a platform to BSIA members to present on the various theatres during the event.

The BSIA's flagship event, the **British Security Awards**, returned to the live stage to recognise security officers and businesses working to keep people, property and places professionally protected during the last 18 months.

Held in 2025 at the Royal Lancaster London, the industry celebrated security excellence with 19 awards presented to security officers and businesses in front of clients and leading industry stakeholders. The show also featured the Chair's Award as which was presented posthumously to Dame Julie Kenny CBE for her outstanding contribution and dedication to the security sector over a 30-year career including her work with the BSIA.

In August I attended the **Security Leaders Dinner** at the Old Bailey in London which was attended by stakeholders from across the industry.





During the year we hosted tables at award events for our members, including, the **OSPA's** in February, and we also attended the **Women in Security Awards** in September where BSIA Head of MarComms Liz Lloyd was shortlisted as a finalist.

I was also honoured this year to be appointed to the Operating Board of the BSIA and take up a seat on the **S12 Security Leadership Group** to represent the BSIA as Trade Association Representative. The S12 was formally launched by the Security Minister, Dan Jarvis, at **International Security Expo** held at Olympia in London in September.

In November we hosted our Autumn Forum at BSIA member **Mitie's** offices in the Shard in London. At this event Security Officer Services members were given important updates by the **Home Office** on the latest developments on **Martyn's Law** as well as industry updates from the **Security Industry Authority** on Business Licensing and Pete Harrison from member company **FGH Security** updated the audience on traction being made by the S12.

Also in November, I attended the inaugural **The Security Event Asia** in Singapore where the BSIA hosted the UK Pavilion and was joined by industry colleagues from the **Home Office** and **Joint Security and Resilience Centre (JSaRC)** and supporting BSIA members such as **Commend** and **CQR**.



Strengthening Partnerships

We are as active as ever on a variety of committees and groups representing the Association regarding national security and export, including working with the **Home Office** via the **Joint Security and Resilience Centre (JSaRC)**, **Security Resilience and Growth Partnership (SRGP)**, **Protect Duty/Martyn's Law** and the Science Technology Analysis and Research.

We have been working with the **National Protective Security Authority (NPSA)** and the **Office for Security and Counter Terrorism (OSCT)**.

The Association has been working with the **UK Department of Business & Trade (DBT)** on the 4Ps (politics, partnerships, products and price), and the **Resilience Industry Supplier Community (RISC)**.

We also work closely with the **Security Resilience Growth Partnership (SRGP)**, the **Security Export Steering Group** and Vice Chair of the **Security Industry Safer Scotland-Counter Terrorism (SISS-CT)** meetings on behalf of our members.



Find out more:
 Information about the Export Council can be found on our website
www.bsia.co.uk/export-council

The SOS & Export Team

John MacAskill | Director of Security & Export
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MEMBERSHIP

Paddy Kyle

Chief Commercial Officer
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Reflecting on 2025, it has been a year of significant change, challenge and recalibration. The year has been defined by consolidation, renewed focus and strategic momentum. Last year, the BSIA team implemented meaningful operational and structural changes, some driven by circumstance and others by ambition. Despite the fluctuations, we navigated the year with resilience and delivered positive outcomes for our members and the industry.

In 2025, those changes began to pay dividends. We moved from responding to the unexpected to proactively shaping our future direction—strengthening our schemes, elevating our member value proposition, maturing our events programme, and enhancing our voice on key industry issues. The passion, dedication and professionalism witnessed across the security sector in continued to evolve into a confident, forward-looking energy, with the BSIA increasingly seen as the home of trusted, professional security expertise.

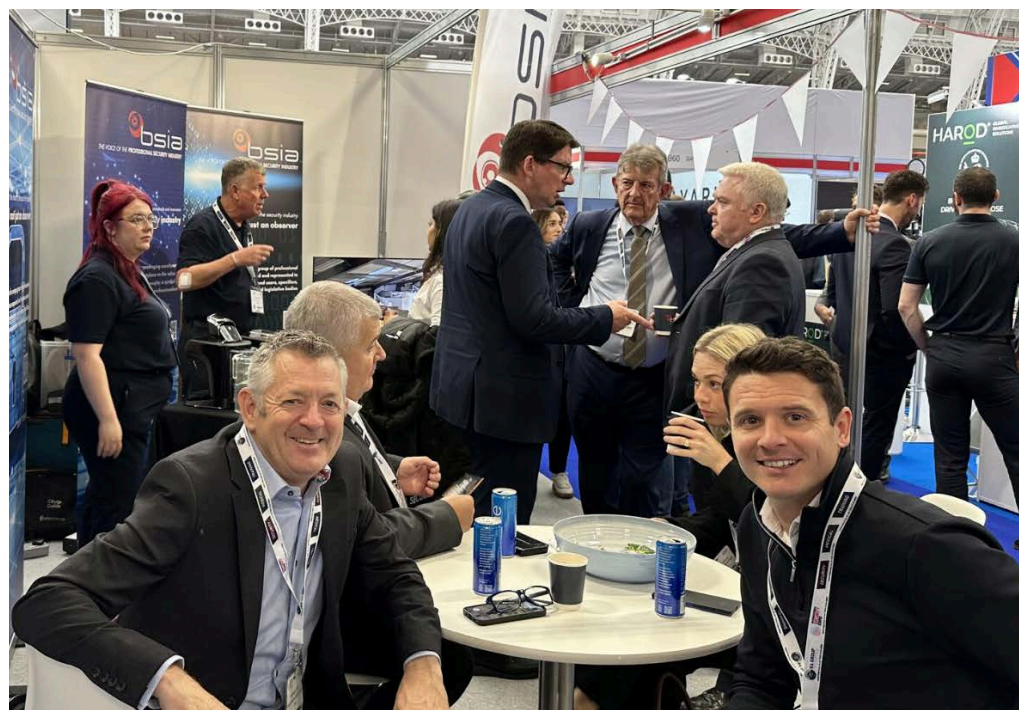


2025 was a year of steady commercial progress for the BSIA, delivered against a challenging backdrop for the professional security industry. Activity throughout the year focused on **strengthening member engagement**, maintaining strong retention, and reinforcing the BSIA's role as the authoritative voice of professional security.

Investment was deliberately directed toward initiatives that would deliver long-term value, positioning the Association for future growth rather than short-term gains. This includes new schemes, such as **CySPAG**, **FaSQUAL**, and the **Security Jobs Board**, which were developed and launched in the final quarter of the year.

Alongside this progress, the BSIA continued to support members through a period of significant industry change. Businesses faced increasing pressure from evolving skill requirements, difficulties in attracting new entrants to the sector, and rising financial costs, including National Insurance and **broader compliance burdens**.

These challenges reinforced the importance of collective representation, shared resources and clear guidance to help members remain competitive and resilient. United together, the BSIA continues to onboard these circumstances and provide positive outcomes for a **collaborative and connected** future.





A Key Milestone - The New BSIA Website

A major achievement in 2025 was the launch of the new BSIA website. Designed to better serve both members and end users, the platform enhances the visibility of professional security companies, improves the user journey for those seeking trusted providers, and creates a strong digital foundation for future services. This investment marks a step change in how the BSIA promotes its members and communicates its value to the wider market.

Looking Ahead to 2026 - Building Momentum

As the BSIA moves into 2026, the focus shifts to building on these foundations. Greater emphasis will be placed on increasing engagement with the BSIA Library and resources, supporting members with practical guidance, learning materials and best practice tools that address skills gaps and compliance challenges.

Activity in 2026 will continue to be shaped by the Educate, Elevate and Evolve strategy. Education will be delivered through learning, standards and resources; elevation through events, campaigns and thought leadership that showcase member excellence; and evolution through enhanced digital engagement and new services. Together, these priorities position the BSIA to support members today while helping shape a stronger, more professional security industry for the future



Find out more:

Find out more about our work visit
www.bsia.co.uk/member-value

The Membership Team

Paddy Kyle | Chief Commercial Officer
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Lauren Bettington | Membership Executive
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CELEBRATING SECURITY EXCELLENCE IN 2025

The BSIA's flagship event, the British Security Awards, returned to the live stage to recognise security officers and businesses working to keep people, property and places professionally protected during the last 18 months.

Held in 2025 at the Royal Lancaster London, the industry celebrated security excellence with 19 awards presented to security officers and businesses in front of clients and leading industry stakeholders. The show also featured the Chair's Award, which was honoured to the late Dame Julie Kenny for her services to the security sector (collected by her son Laurence pictured right).

The British Security Awards were presented by compere Paul Martin, and hosted by BSIA Chair Martin Watson.



This year, we awarded the third Best Newcomer award in honour of Gaby Hutchinson, a security operative who tragically lost their life in December 2022. We also partnered with Stamp Out Spiking for the Mental Wellbeing Initiative award, presented for the best industry-adjacent practice in supporting the mental health.

"The BSIA team have worked hard for a wonderful and seamless event. Having been there myself, I know how much work is involved. Congratulations!"

Steve Lampett - SSAIB

The British Security Awards 2025 were sponsored by:

- Darwin Clayton, Nineteen Group, Skills for Security, ZAM FM, MAN Commercial Protection, SecuriGroup, Securitas, Galliford Try Asset Intelligence, Commend UK, RISCO UK, Fenix Monitoring, NSI, Vigilo, Specialist Security Co, OCS, Boomerang Carnets, and Stamp Out Spiking.

The official media partner was Security on Screen, and the show was produced by Sterling Event Group and the BSIA.



All of the winners of the British Security Awards 2025!





Outstanding Act - Abdullah Tanoli, Duvall Eye FM



NATIONAL WINNERS 2025

Customer Experience Champion
Maria Brett, Westgrove Group

Outstanding Act
Abdullah Tanoli, Duval Eye FM

Best Team
Meadowhall Interchange Team, Bidvest Noonan

Security Manager of the Year
Nitu Kashap, FGH Security

Best Newcomer (in memory of Gaby Hutchinson)
Mo Sonko, Mitie

Apprentice of the Year
Yahya Nisar Dar, OCS Group

Management Excellence
Henna Noordin, Wilson James

Excellence in Leadership
Graeme Dyson, EMCOR UK

Corporate Social Responsibility
Corps Security

EDI Champion
Jenni Jetzer, Lodge Service

Environmental Project
SecuriGroup

Large Business of the Year
Mitie

Best Use of Technology
Commend UK

Innovative Security Project
HID Global

Installer of the Year
Galliford Try Asset Intelligence

National Partnership
Securitas

SME of the Year
Arc Monitoring

Mental Wellbeing Initiative
Consortium for the Prevention of Suicide

Contribution to the Industry
Darren Conway, Lodge Service

Chair's Award
Dame Julie Kenny

For 2026, we can celebrate together again, on **Tuesday 16 June** at the **Royal Lancaster London**.

THANK YOU TO THE 2025 SPONSORS!



Best Newcomer - Mo Sonko, Mitie





SECURITY JOBS BOARD



The BSIA are proud to present their jobs board, aimed at elevating industry standards and improving visibility in making security a career of choice. If you are looking for a job in the security industry, visit the BSIA's jobs board.



TRUST AND CREDITIBILITY

It provides trust and credibility, through the BSIA's recognition and prestige as the voice of the professional security industry, and their expertise in security standards, best practice, and compliance.



FUTURE OF THE INDUSTRY

The Security Jobs Board is not just about filling roles. The BSIA are shaping the future of the security industry, and the BSIA's jobs board is bigger than a simple job search.



A CAREER OF CHOICE

It elevates the security industry, working in alignment with BSIA initiatives such as People, Property, Places, to promote security as a career of choice - not a career that people "fall into".



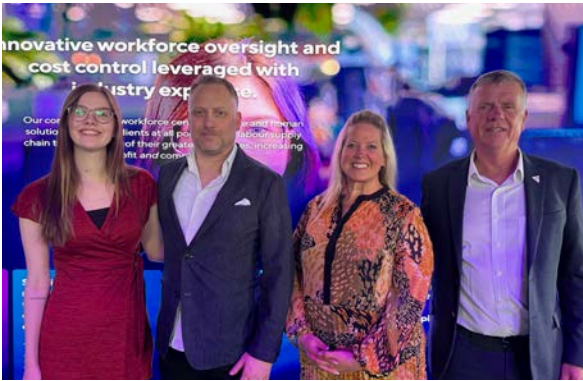
CENTRALISED AND CONNECTED

The Jobs Board is centralised, curated, and connected - through BSIA industry partners, members, and stakeholders who are advertising key positions within their organisations.



www.securityjobsboard.co.uk

THE YEAR IN PICTURES



Liz Lloyd and Graham Dean visiting BSIA members OpusApeiro at their offices in Bristol in May.



Paddy Kyle and Liz Lloyd recording a podcast with Iain McAllister of MAN Commercial in December.



Mike Reddington celebrating International Women's Day in March.



Mike Reddington presents a BSAs runner up award to Stuart Lodge and Jenni Jetzer of Lodge Security in July.



Paddy Kyle and Liz Lloyd at the ASC Spring Seminar with Richard Fogleman and Lisa Baskott in May.



John MacAskill and Mike Reddington join Figen Murray at the Peace Bear's Picnic in celebration of Marty's Law receiving Royal Ascent in July.



Paddy Kyle participating in a panel discussion at the Clash in the Clouds event hosted by Reliance HiTech in June.



Panel discussion at the Autumn Forum hosted at the Shard in London in November.



Mark Ryder with Ken Meanwell from NPCC at The Security Event at the NEC in April.



John MacAskill with the team from JSaRC and Shaun Hipgrave at TSE Asia in November.

THE YEAR IN PICTURES



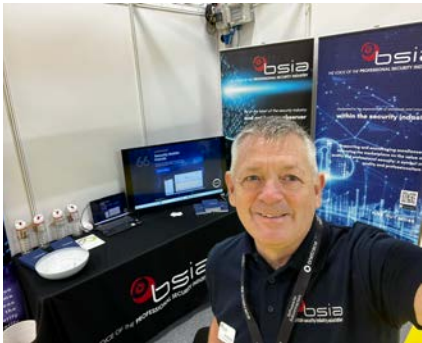
Audience at the Autumn Forum at Mitie's offices in the Shard in London hosted in November.



John MacAskill hosting a Security Officers Section meeting at Vigilo offices in Glasgow.



Dave Tate of RISCO presents Tracey Lilley of the SJA with the overall winner at the BSIA Golf Society Summer Open in July.



Paddy Kyle hosting the BSIA stand at London Build in London in November.



Graham Dean, Dean Griffin, Liz Lloyd, Mandy Miller, Chelsea Peplow, Paddy Kyle, and Ben Mockford at the British Security Awards in June.



Lauren Bettington and Liz Lloyd met with Affinity Benefit Partners Croner for a podcast in November.



Mike Reddington, Martin Watson and Paddy Kyle with BSIA members along with our hosts Darwin Clayton at the AGM in April.



John MacAskill with Commend UK in the UK Pavilion at The Security Event Asia in Singapore in November.



Hosting the Women in Security Network in the BSIA Members Lounge at the Security Event at the NEC in April.

THE YEAR IN PICTURES



Mike Reddington with Rodney Berkeley CBE on the BSIA stand at International Security Expo in September.



Liz Lloyd and Chelsea Peplow with BSIA Chair Martin Watson at Norfest in June.



Liz Lloyd is a finalist at the Women in Security Awards in September.



Graham Dean with BSIA members at Security TWENTY roadshow in Birmingham in September.



John MacAskill recording a podcast with BSIA member Smoke Screen at their offices in October.



Mike Reddington takes to the stage to present at International Security Officer's Day in collaboration with the City Security Council in Manchester in July.



Mike Reddington and ASC Chair Gary Thomas sign a Memorandum of Understanding between the associations in April.



Liz Lloyd and Paddy Kyle attend the Worshipful Company of Security Professionals Master's Installation Lunch in June.



Paddy Kyle, Chelsea Peplow, Liz Lloyd, and Mike Reddington attend the Women in Security Golf Event in June.



Graham Dean and Liz Lloyd visit BSIA members ZAM FM at their offices in Manchester in May.

THE YEAR IN PICTURES



BSIA Operations Board meeting taking place in person and virtually at the BSIA offices in November.



Liz Lloyd and Graham Dean visit Fenix Monitoring at their offices in Oxford in September.



Graham Dean out and about representing the BSIA at a trade show.



John MacAskill and Mike Reddington present a BSAs runner up award to Pete Harrison of FGH Security in July.



John MacAskill and Mike Reddington with the team from SecuriGroup in the BSIA Members Lounge at The Security Event in April.



Chelsea Peplow and Liz Lloyd joined other members of the Security Commonwealth to march in Pride in London in July.



Paddy Kyle and Mike Reddington join a discussion panel alongside ASC Chair Gary Thomas and ASC Director Simon Crane at the ASC Spring Seminar in May.



John MacAskill with Professor Martin Gill, SecuriGroup's Russel Kerr and Steven Moore of OCS at the Security Leaders Dinner at the Old Bailey in September.



Graham Dean and Liz Lloyd visit BSIA members Dallmeier at their offices in Bristol in May.

MARKETING & COMMS

Liz Lloyd

Head of Marketing & Communications
l.lloyd@bsia.co.uk



2025 was a standout year for the BSIA, with the MarComms team supporting and hosting a wide range of sector events. These included our Regional Forum at MAN Commercial Protection, the AGM at Hiscox, Association of Security Consultants webinars, and support at Norfest.

We also delivered a strong presence at national industry events such as The Security Event, where we hosted a members lounge, as well as Consec, the SSEA's, the OSPA's, and the Security Excellence Awards (and, the BSIA also made it to the shortlist!)

Across these events, the MarComms team have continued to devote their efforts to membership - allowing for enhanced visibility, networking opportunities, and direct representation wherever we can.



The MarComms team has continued to champion inclusion and social value through its participation in International Women's Day activities, including the IPSA and Women in Security events as I am a founder of the Women in Security Network. We proudly supported the Women in Security Golf Day, and celebrated my very own recognition as a finalist at the Women in Security Awards.

Our additional community-driven contributions include International Security Officers Day celebrations at various industry events, attending the Peace Bears Picnic, and joining in for Pride in London celebrations alongside the Security Commonwealth. Why? To reinforce the BSIA's commitment to representing the full depth of the professional security community.

The British Security Awards 2025 remained the BSIA's flagship highlight for this year, celebrating its 8th year since conception - continuing its role in championing the excellent work that our sector endures. We also launched key initiatives including CySPAG, FaSQUAL, and the Security Jobs Board, to further promote professionalism and excellence throughout our industry.

The BSIA have continued their development as a trusted authority in recognising industry excellence through judging various awards including the OSPA's, SSEA's, and Security Excellence Awards. This year also saw the BSIA becoming finalists for Trade Body of the Year at the Security Excellence Awards, and the department's very own Senior Marketing and Communications Executive, Chelsea Peplow, being shortlisted for Rising Star at the TAF Awards in February 2026!





Another major milestone this year was the launch of the new BSIA website, enhancing usability and visibility for members and end users. We strengthened our communications ecosystem with the launch of the weekly newsletter, plus launched two new social media channels, Instagram and TikTok, broadening our audience reach and offering more promotional opportunities for members.



We also built a dedicated podcast studio at our new offices and launched our regular podcast platform called 'The Voice' where we invite members and industry stakeholders to share their news and stories with our audience.

Furthermore, we have worked seamlessly to collaborate across multiple BSIA departments including Technical, Membership, SaferCash/SaferGems, and Export - ensuring that members benefited from a co-ordinated association, and that all departments were consistently aligned with our '3E's' mission. This includes monthly collaborations with the Technical and Membership teams, where work is organised and delivered at the benefit of our association members.

2025 marked a year of internal growth and evolution, as the Association completed its office move and also welcomed new talent; myself, as Head of Marketing and Communications, and we also look forward to Daisy Allen joining as our Marketing Apprentice in January 2026!

We're looking forward to continuing to expand our capacity to support members and the wider industry even more effectively next year.



-  **ebsiathevoice**
-  **British Security Industry Association (BSIA)**
-  **@the_bsia**
-  **@the_bsia**
-  **British Security Industry Association (BSIA)**



Keep in touch

Find out more about our work visit
www.bsia.co.uk/news-and-insight

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SAFERCASH

Sarah Staff

Head of SaferCash

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SaferCash was launched in 2009 for BSIA Cash & Valuables in Transit (CViT) members after over 1060 attacks committed that year with 500 offences in London.

The initiative with seconded police staff continues to play a significant role in working in partnership with UK Law Enforcement and the CViT Industry to reduce CViT attacks.

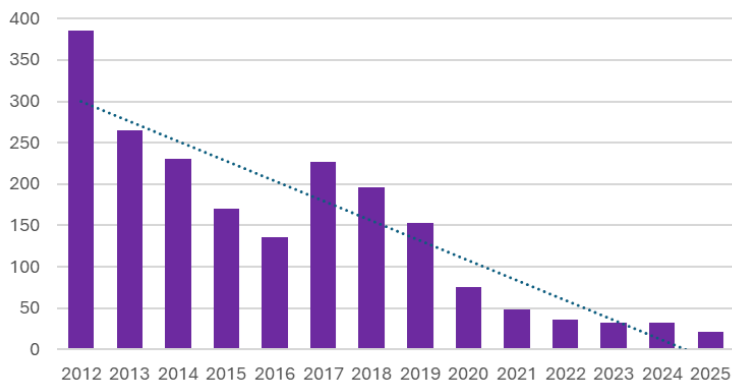


At the end of 2025, the lowest number of attacks (21) were recorded against BSIA CViT Transport members. However although attacks numbers have reduced significantly, two robberies during 2025 involved the use of firearms and therefore this initiative remains of paramount importance to maintain a safe and secure environment for officers to perform this essential public service without fear of attack.

This continued reduction is testimony to the effective way that both the industry and UK Policing has sought to tackle cash in transit crime. Through the deployment of a variety of physical security solutions, tracking, dye, and the wearing of body worn video, which act as a strong deterrent to offenders and provide vital evidence to support police investigations. The positive rapid response received by the police - should a crime in action occur or a suspicious incident be reported - has been key. These cases are always undertaken through an effective investigation supported by SaferCash and our members; offenders are caught and convicted, which deters others from committing similar offences.

In June the BSI published the revised Code of Practice BS 7872:2025 Manned Security Service - Cash and Valuables in Transit (CViT) - Collection and Delivery Code of Practice. This revision was achieved through an 18 month industry lead consultation group hosted through SaferCash on behalf of the BSIA for Transport members. Sincere thanks go to Brinks Global Services, G4S Cash Solutions, Loomis and the Post Office for their valued work in revising this key code which provides a unified and authoritative framework for organisation managing Cash and Valuables in Transit.

Total Attack Numbers Per Year





During 2025, SaferCash were delighted to welcome two new Transport members, Ferrari Express Group and Temis Luxury. In addition to Metro Bank joining the UK Finance Section and Cash Access UK and Phoenix 48 Ltd to the Data Subscription Section. Through this increased collaboration with industry partners has enabled the greater sharing of intelligence, crime prevention solutions and supporting police investigations and operations.



SaferCash operates a call handling service Monday to Friday 8am to 4pm and has dedicated seconded Police analysts working within the Metropolitan Police Service, West Midlands Police, and the Midlands and North West Regional Organised Crime Units. Plus an Intelligence Development Officer within Greater Manchester Police, all with regional geographical responsibility for the UK to support Police Forces and our partners. In addition to the CViT Transport Section, SaferCash membership groups also includes Independent ATM providers and UK Financial Institutions with a focus on physical cash related crime suffered by members including ATM and Branch attacks.

The SaferCash model brings together Police and Industry personnel through this strong working partnership which is enhanced through our quarterly regional tactical intelligence meetings and active representation at the National Police Chief Council Commercial Robbery Group chaired by Deputy Chief Constable Jayne Meir.



24557

Keep in touch

Find out more about our work visit www.bsia.co.uk/safercash

The SaferCash Team

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SAFERGEMS

Sarah Staff

SaferGems Manager

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SaferGems is a major initiative against crime in the Jewellery, Pawn Brokers, Antiques and Fine Art Trades, hosted by the BSIA and funded by the retail jewellery industry through our founding sponsors TH March Insurance Brokers and The National Association of Jewellers (NAJ).

SaferGems was introduced in June 2009 following concerns about the increase in crime committed against the jewellery industry. It is intended to collate attacks, incidents, and intelligence in relation to jewellery crime around the UK. SaferGems, which has strong links to all the UK police forces, records details of crimes against the jewellery/pawnbroking industry, sends alerts to its members. A key role of SaferGems is to coordinate data across police forces to improve identification and conviction of criminals, circulates images and new crime trends and assists the police in linking offences and offenders.

During 2025 SaferGems:

- Circulated 166 Alerts and Bulletins
- Provided 196 analytical reports to Police.
- Assisted UK and US Law enforcement with the identification, arrest and convictions of 72 persons.
- Believed to have prevented over 100 crimes.
- In Partnership with the Art Loss Register (ALR), have contributed to locating 64 stolen/lost watches on the basis of SaferGems registrations.

During 2025 SaferGems Recorded:

- 22 reports of robbery (6 armed) with 16 confirmed cases and approximately £516,000 worth of goods stolen.
- 173 reports of theft with 142 confirmed cases and approximately £848,000 worth of goods stolen.
- 77 reports of burglary with 55 confirmed cases and approximately £4.4 million worth of goods stolen.
- 39 reports of fraud with 17 confirmed cases and approximately £70,000 worth of goods stolen.

SaferGems did not record any robbery series of note during 2025. The robbery offences that did happen were sporadic and committed mostly by local opportunists or cross border offenders.

During 2025, SaferGems continued to work closely with UK Law Enforcement in response to criminal activity linked to organised gangs originating from South America. The majority of these crimes involved follow-off "punctured tyre" distraction thefts.

Organised "Hole In The Wall" and Roof Top burglaries continued to present a serious threat to the jewellery industry throughout the year, with several high-value offences recorded. A number of these incidents were attributed to Romanian Nationals.

In March Sarah Staff Head of SaferGems appeared on BBC CrimeWatch Live in Cardiff. The feature showcased a Metropolitan Police Flying Squad operation which dismantled an organised crime group from South America committing high value jewellery traders and bank follow off thefts. In October the BBC released a documentary, CrimeWatch Caught on Camera Sarah was delighted to appear in this programme showcasing the partnership with of SaferGems with the Flying Squad [HTTPS://WWW.YOUTUBE.COM/WATCH?V=SWLETBPJXQ4](https://www.youtube.com/watch?v=SWLETBPJXQ4)

In June the BSIA appointed Emily Haslam as the Administration and Communications Officer for SaferGems. Having previously worked within intelligence functions for nine years at West Mercia Police and as a paralegal before that, Emily brings a wealth of experience and knowledge to the BSIA and is a great addition the team.

Founding Sponsors



The National Association of Jewellers

Affiliate Sponsor



In July, SaferGems, in partnership with the Metropolitan Police, hosted an online crime prevention webinar for members focused on courier fraud. The session highlighted the serious and growing threat posed by organised fraudsters who target jewellers and pawnbrokers by coercing elderly and vulnerable individuals into purchasing high-value items, including gold and prestige watches, on their behalf.



Lee Henderson has been the national intelligence officer for SaferGems since the initiative was launched in 2009. The BSIA were delighted that Lee's tireless work to support the jewellery industry and UK Law Enforcement was recognised through the National Association of Jewellers Annual Awards, when Lee received the 'Unsung Hero' accolade. A thoroughly well-deserved honour and a testament to the hard work and dedication Lee has to keeping the jewellery industry safe. Included photo from link



In October Sarah was delighted to deliver a presentation at the National Pawnbrokers Association Conference in London regarding key threats suffered by the industry. Detective Chief Inspector Scott Mather and Detective Sergeant Matt Holland from the Metropolitan Police Flying Squad joined Sarah and presented a fascinating case study on the covert police operation relating to the Hatton Garden Safety Deposit Burglary in 2015.

We are delighted to announce that in June 2025, UK Protection a member of the BSIA became the second affiliated sponsor of SaferGems. UK Protection Ltd is a leading specialist provider of luxury retail guarding.



Testimonials

Andy Fairbanks, Managing Director of UK Protection, said,

"Having worked closely with SaferGems for over ten years, I was only too pleased to support the initiative and become an affiliate sponsor. Working in partnership with SaferGems has yielded numerous arrests and convictions of dangerous offenders, from fraud to serious armed robbery. I look forward to continuing our close relationship for the benefit of our clients and the wider Watch and Jewellery retail community. SaferGems has always been a valuable tool in combating crime, and we look forward to its continued success and expansion."

Simon Dawe, Managing Director of TH March, said,

"SaferGems - and its highly effective team - has continued to play a central role in enhancing the safety and security of the jewellery trade, which helps businesses better protect their people, premises, and livelihoods. The collaboration between the NAJ, TH March, law enforcement, and the trade itself has once again proven to be essential, and the continued success of SaferGems reinforces the value of a coordinated, intelligence-led approach to tackling crime within the sector. The support of the CMJ and UK Protection Ltd is also greatly appreciated, as it ensures the scheme can continue to grow and develop for the benefit of its membership."

Patrick Turner, Managing Director of CMJ, adds,

"CMJ values partnerships that create real-world impact, and our collaboration with SaferGems does exactly that. SaferGems provides powerful tools and insights that enhance safety awareness while supporting our commitment to quality and integrity. We're excited to continue growing this partnership and expanding its positive reach."

Ben Massey, Chief Executive of the National Association of Jewellers, concludes,

"SaferGems plays a vital role in protecting NAJ members and the wider jewellery community. Its importance and impact continue to grow, providing timely, actionable intelligence that supports both member businesses and law enforcement. The SaferGems team works tirelessly to safeguard people, premises, and customers, and we are proud to support the team, as well as the scheme more broadly."

Keep in touch

Find out more about our work visit www.bsia.co.uk/safergems

The SaferGems Team

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PENALTY CHARGE NOTICES

Andy Smith

Transport Liaison Manager
andy.smith@bsia.co.uk



During 2025, ongoing negotiations were undertaken with local authorities and private parking companies across the UK on behalf of Transport members. This proactive engagement focused on reducing the number of Penalty Charge Notices (PCNs) issued, securing practical resolutions where charges occurred, and establishing longer-term agreement frameworks.

Detailed analysis of PCN data continued throughout the year. Through high-level liaison and sustained engagement, a number of agreements were successfully reached, delivering significant cost reductions for the industry while supporting the safety of crews carrying out their specialist and high-risk operations.

The BSIA and SaferCash remained firmly committed to securing a strong and effective voice for Cash & Valuables in Transit members across key schemes, partnerships, and consultation forums, including:

- British Parking Association (BPA): The BPA, as the trade association for the private parking sector, has become a key strategic partner. A constructive working relationship has been established, enabling positive, high-level engagement with private parking operators nationwide.
- Weekly Freight Call (Transport for London): Hosted by TfL and attended by representatives from freight and logistics companies, major retailers, and trade associations. These sessions provide updates and a voice on issues affecting freight and delivery operations, including legislative developments, consultations, and operational projects.
- Central London Freight Quality Partnership (CLFQP): A collaborative partnership between the freight industry, government, businesses, local communities, and environmental groups, promoting awareness of the critical role freight plays within London.



Looking ahead, SaferCash, through the BSIA, will continue to actively promote and represent the industry to ensure the unique operational requirements of Cash & Valuables in Transit members are fully recognised at a strategic level.

This ongoing engagement will ensure the sector remains at the forefront of consultation, policy development, and future change.



Keep in touch

Find out more about our work visit
www.bsia.co.uk

Your Transport Contact

Andy Smith | Transport Liaison Manager
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THE VOICE OF THE PROFESSIONAL SECURITY INDUSTRY

ASSOCIATION TEAM

Mike Reddington

Chief Executive



Mike is the Chief Executive of the BSIA, being appointed in 2019. With an experienced background in sales, marketing, and senior leadership, Mike's skillset leads the BSIA into new heights.

Mike's full-time position is at the Association. He has been in the industry for over 25 years.

Sarah Staff

Head of SaferCash/SaferGems



Sarah is responsible for the BSIA joint security intelligence initiative, SaferCash and Safer Gems. She is the former Head of the Flying Squad, with a 30-year career in the Met Police.

Sarah attends SaferCash, SaferGems and CViT meetings and also speaks at a variety of industry events.

Paddy Kyle

Chief Commercial Officer



Paddy is CCO of the BSIA, driving membership retention and accelerating membership growth. He provides strategic insight across all departments, championing collaboration.

He has worked in the security sector for 25 years, holding key positions at Texecom and Pyronix.

Dave Wilkinson

Director of Technical Services



Dave is the Technical Director of the BSIA, representing the association and its membership on UK, European, and International standards committees, and shaping industry policy.

He is responsible for managing all technical, quality, and compliance matters at the BSIA.

John MacAskill

Security & Export Director



John is the Security and Export contact for the BSIA, responsible for Security Officer Services, Vacant Property Protection, and Export. He has over 25 years of experience in the sector.

He liaises between government, works with key partners, and sits on the S12 Security Guarding Group board.

Dean Griffin

Financial Controller



Dean is responsible for the finances of the BSIA, looking after BSIA schemes such as Affinity Benefits, and has active participation in sponsorship and partnerships.

Dean works across all department accounts, reports, and with auditors and regulatory items for VAT and Tax.

Liz Lloyd

Head of MarComms



Liz heads up the Marketing and Communications department, and is responsible for events management, marketing insight and strategy, and the association's commercial value.

Liz is a founder of the Women in Security Network, and has an extensive background in the security sector.

Chelsea Peplow

Senior MarComms Executive



Chelsea is responsible for website management, event support, social media, and audio-visual content. She takes the BSIA's traditional comms strategy into the digital age.

Chelsea's digital marketing knowledge bridges the gap between the digital sphere and the sector's traditional roots.

Lauren Bettington

Membership Executive



Lauren supports the BSIA through membership administration, working to recruit new members and take care of existing members to support engagement and retention.

Lauren is also actively engaged in industry and BSIA events, often providing support.

Daisy Allen

Marketing Apprentice



Daisy supports the Marketing and communications team through graphic design, email marketing, database administration, events, and various other marketing tasks.

Her work at the BSIA is aligned with her Level 3 Marketing Apprenticeship.

ASSOCIATION TEAM

Graham Evans

Technical Officer



Graham is responsible for facilitating section meetings, executing BSIA guidance, and onboarding member feedback to provide support and documents.

He also speaks on a wide range of security matters at various industry events.

Mark Ryder

Technical Manager



Mark is responsible for the day-to-day management of technical requirements of the BSIA sections as well as the standards committees at both UK and International levels.

Mark manages activities related to environmental compliance, and regularly attends and speaks at events.

Maz Davies-Crow

Technical Admin/Compliance



Maz provides support to the technical team by co-ordinating workloads, proofreading all documentation, managing the database, and acting as a focal point for enquiries.

She is also responsible for the BSIA's quality management system, and carries out internal audits.

Mandy Miller

Senior Administrative Officer



Mandy is responsible for supporting new members' onboarding, renewals, membership retention, and co-ordinating the delivery of the board and section meetings.

Mandy's experience in administration sees her supporting the CEO, Directors, and office staff at the BSIA.

Lynn Hodges

Finance, HR, Facilities & Membership Administrator



Lynn supports the Financial Controller through administration, human resources assistance, and facilities management. She is the main liaison for outside contractors.

She also works as a membership administrator, providing support through retention and section meetings.

Tom Wilkinson

Junior IT Support and Administrator



Tom works in the administration department, handling IT requests, software installations, and network checks - working across all departments in the association.

He is also responsible for the BSIA's Cyber Essentials certifications, taking ownership of IT audits.

Lee Henderson

SaferGems Intelligence Officer



Lee is an Intelligence Officer at SaferGems, with a background in police intelligence. He monitors threats, shares alerts, supports investigations, and helps shape industry best practices.

SaferGems is a BSIA initiative that tackles crime in the jewellery and antiques sectors.

Andy Smith

Transport Liaison Manager



Andy leads engagement with local authorities, private parking companies and local government on behalf of the Cash and Valuables in Transit (CViT) sector. He works with key stakeholders to address enforcement issues, reduce unnecessary Penalty Charge Notices across the UK.

Andy also represents the industry within strategic partnerships and consultation forums on transport and operational challenges.

STAY IN TOUCH!



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www.bsia.co.uk



membership@bsia.co.uk



www.britishsecurityawards.co.uk

EXECUTIVE TEAM AND CHAIRS

Nick Ross CBE
BSIA President



Nick is the President of the BSIA, elected in 2023 after an extensive career in journalism. He is an active campaigner for public safety, aligning his personal vision with the BSIA.

Nick currently works as a writer, non-executive director, conference moderator, and campaigner.

Martin Watson
BSIA Chair



Martin is Industry Liaison Director at **Mitie Fire & Security Systems** and has a wealth of expertise in management alongside an in-depth understanding of technologies to inform sound business decisions.

Martin was Chair of the Security Systems since between 2017-2024 and was elected as BSIA Chair in April.

Tony Cockcroft
Vice Chairman



Tony is the Director of **Independent Contractor Security Ltd** providing security guarding, patrols and alarm responses and key holding.

He was elected as Section Chair in 2015, and in 2019 Tony was also elected by the Board as Vice Chairman of the Association.

Brett Gough
Security Systems



Brett is Key Accounts Director for **Mitie Fire & Security Systems** with a technical operational and strategic background.

Brett has been Chair of Security Systems since 2024.

James A Brown
Asset Property Marking



James is Managing Director of **Selectamark Security Systems** and sits on the ADS Security Export Focus Group. James was appointed Managing Director in May 2014.

James was elected as Chair of the APM section in July 2023.

Gareth Skinner
Cash & Valuables



Gareth is UK Head of Operational Risk at **G4S plc**. Gareth's role at G4S is to drive the Loss, Security and Business Continuity Management activities across the UK.

Gareth has been Chair of Cash & Valuables in Transit since 2019.

Carl Gibbard
Export Council



Carl is the Chairman of **Concept Smoke Screen Ltd**, who specialise in fogging devices in the UK as well as on the international market in countries ranging from Holland to Brazil.

Carl was elected as Chair of the Export Council in 2017.

Kristian Carter
Information Destruction



Kristian is Commercial Director at **Shred Station** and has worked in the sector for over 15 years.

Kristian was elected Chair of the Information Destruction section in 2021.

Naz Dossa
Lone Worker



Naz is Chief Executive Officer of **PeopleSafe**, part of the **Send for Help** Group, the largest lone worker protector provider in the Europe.

Naz is currently in his first tenure as Chair of Lone Workers and was elected in 2020.

Glenn Foot
Security Equipment Manufacturers



Glenn Foot is the Product Manager at **Eaton** and is the newest BSIA chair

Glenn is currently in his first tenure as Chair of the Security Equipment Manufacture section he was elected in 2025.

EXECUTIVE TEAM AND CHAIRS

Benjamin Linklater
Video Surveillance



Ben is the Sales Director at **Optex (Europe) Ltd**, a world leading manufacturer of high performance sensing technologies.

Ben was elected as Chair of the Video Surveillance Systems (CCTV) section in 2019.

Richard Breckell
Vacant Property Protection



Richard is the Operations Director for **Mitie Fire & Security Systems** and oversees the field engineering and back office functions.

Richard has been Chair of the Vacant Property Protection section since 2024.

Sian Doherty
Alarm Receiving Centres



Siân is Managing Director of **ARC Monitoring**, and was recently elected Chair of the ARC section after sitting on the committee for three years.

Siân was elected chair of the ARC section in 2025.

Danny Lee
Access & Asset Protection



Danny Lee is the Technical Director at **NACD**, a relatively new member to the BSIA coming on board late 2024.

Danny was elected as chair of the AAP section in 2025.

Andy Schofield
AI & Biometrics



Andy is Chief Technology Officer at **Reliance High-Tech**, leading the technology teams researching the feasibility of the latest cutting-edge technologies.

Andy was appointed Chair of the BSIA AI & Biometrics Special Interest Group in 2024.

Lauren Elmes
H&S Forum



Lauren is the Quality & Compliance Director for **MAN Commercial Protection Ltd**, a UK-based security services provider.

As of January 2026, her role involves leading the company's compliance, auditing, and continuous improvement standards.

Tracy Pearsall
HR Forum



Tracy is Head of Talent and Development at **Securitas UK**, a leading Security Officers Section company at the BSIA.

Tracy was appointed Chair of the HR Forum, a special interest group, in March 2024.

Pauline Norstrom
Non-Executive Director



Pauline is CEO of **Anekanta@AI** and **Anekanta@Consulting**, and a former Chair of the Association.

She has a background in leadership, innovation and commercialisation, and in her current role at Anekanta®, has created the architecture for several AI risk and governance frameworks.

Uzair Osman
Non-Executive Director



Uzair is a corporate executive with over 18 years of experience driving growth and operational excellence across diverse sectors, including construction, security and digital innovation.

He is also the Managing Director of **Galliford Try Asset Intelligence**.

FIND OUT MORE ABOUT OUR SECTIONS:

www.bsia.co.uk/bsia-sections



The BSIA Learning Hub brings together on-demand learning, integrated resources, and continuous development to support your journey of lifelong professional growth

This platform is more than just training, it's a commitment to lifelong learning and professional excellence. Whether you're refreshing your skills or exploring new areas, the BSIA Training Hub puts knowledge at your fingertips.

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SPRING FORUM

17 MARCH 2026

FREE TO ATTEND
FOR BSIA
MEMBERS

ANNUAL GENERAL MEETING

14 MAY 2026

FREE TO ATTEND
FOR BSIA
MEMBERS



16 JUNE 2026

DISCOUNTED
RATE FOR BSIA
MEMBERS

BSIA GOLF SOCIETY

Spring, Summer and Autumn Open Events

Spring: Bush Hill - 7 May 2026

Summer: Slaley Hall - 9 July 2026

Autumn : Celtic Manor - 9 September 2026



DISCOUNTED
RATE FOR BSIA
MEMBERS

AUTUMN FORUM

12 NOVEMBER 2026

FREE TO ATTEND
FOR BSIA
MEMBERS

Book places on our website

WWW.BSIA.CO.UK/EVENTS



THE YEAR IN REVIEW

We look forward to seeing you in 2026!



THE VOICE OF THE PROFESSIONAL SECURITY INDUSTRY