

New Chair to be appointed to the SIA in 2026

10 months ago



Security Industry Authority

Heather Baily, the Chair of the Security Industry Authority has today announced that she will be stepping down from the role on 28 February 2026.

The announcement brings forward by a few months the end of her tenure which commenced on the 7 June 2021 and was due to conclude at the start of June 2026.

Commenting on the conclusion of her tenure, Heather Baily said: “It has been a privilege to be the Chair of the SIA. I have been supported by a Board with strong professional expertise amongst our non-executive directors and a very capable executive team and staff. Under the leadership of Michelle Russell as our CEO, the SIA team have consistently performed to a very high standard with dedication and professionalism.

“I would like to thank them for this. Their commitment together with the engagement and support of the private security industry and our partner agencies, has enabled us to achieve our public safety objectives and rise to the challenges and opportunities we have faced over the last four years. I am very proud of what the SIA has achieved, and I am confident that we will continue to deliver our core objectives of raising standards and protecting the public as well as delivering high quality and robust regulation.”

Michelle Russell, Chief Executive of the SIA, today said: “It has been a pleasure working with Heather as Chair of the SIA. During her tenure she has built a strong and professional Board and has supported the SIA to be a proactive and-forward looking organisation with a focus on public safety.

“Heather has ensured that the SIA has had a much more external focus on engagement with the Private Security Industry. The insights from this have been invaluable in shaping the SIA’s approach to delivering public safety outcomes. She has established and embedded the SIA as a UK wide regulator and has fostered strong relationships with the devolved administrations in Northern Ireland and Scotland. On behalf of the SIA team, I want to thank Heather for her commitment to the work of the SIA.”

The process to identify the next Chair for the SIA will be led by the Home Office. The role of Chair is a

Ministerial appointment, so the decision as to who to appoint will be made by the Home Secretary following an open recruitment process run by the Public Appointments Team, which will commence shortly.