

# Non-ACS Members Sought to Join S12 Board

3 months ago



[The S12](#) works collectively with Government, the Home Office, the Security Industry Authority (SIA), and the Security Minister to address critical industry issues, promote high standards, enhance public safety, and strengthen the professional reputation of the sector.

The S12 is now seeking to appoint two additional Non-ACS board members to its core leadership committee. Following on from [recent ACS appointments](#), these new roles will broaden industry representation and inclusivity as the group continues to engage on key priorities.

These include Mandatory Business Licensing, Martyn's Law, labour exploitation, training malpractice and the Business Approval Scheme.

Successful candidates will play a central role in shaping S12 workstreams and representing the views and experience of Non-ACS companies at the highest level.

## Eligibility Criteria

Applicants must meet the following requirements:

- Must be the highest-ranking executive or owner of a Non-ACS company providing SIA-licensable guarding services across the UK.
- Must hold a non-frontline SIA licence.

## Company Eligibility

- Must be a UK-registered company for a minimum of three years, identifiable on Companies House, with all filings up to date.
- Must have a clean compliance record, with no serious SIA enforcement action in the past 12 months.
- Must demonstrate financial transparency, including independently verified accounts and HMRC compliance.
- Must operate a fully compliant PAYE system, deducting Income Tax and National Insurance at source.
- Must employ a minimum of eight employees over a two-year period.
- Must provide two professional references using the reference template below. Referees must not be part of the S12.

A full evidence pack of the above will be required within seven days from candidates who receive a conditional offer.

#### Commitment Level

- Members serve a two-year term, committing approximately two days per month.
- This includes online meetings and regular travel to London for in-person government engagement.
- Members will lead or support S12 workstreams with the same responsibilities and voting powers as existing members.
- Members must pay an annual fee of £2,500.
- Members may serve a maximum of two consecutive terms.
- To align with current S12 cycles, Term 1 will end on 1 October 2027.
- Successful applicants will be issued with an S12 Microsoft email account for all S12 business.

#### Selection Process

1. The nomination window will be open for three weeks and advertised through S12 communication channels and stakeholder networks.
2. Applications must be submitted using the electronic application form and accompanied by two professional references using the required template below.
3. The S12 Chief Operating Officer (supported by appropriate S12 members) will shortlist candidates and invite selected applicants to interview.
4. Successful candidates will receive a conditional offer, subject to verification of their evidence pack, which must be submitted within 7 days.
5. Once verified, candidates will be formally appointed as S12 members.

#### Submission Guidelines

- Download and complete this [Non-ACS Application Form](#)
- Download two copies of this [Non-ACS Personal Reference Template](#)

- Send your completed application form and two reference statements to [paul.fullwood@securityleaders.co.uk](mailto:paul.fullwood@securityleaders.co.uk) before the deadline.
- Deadline: 5pm, Wednesday, 4th February 2026.

More information about the S12, including Terms of Reference, is available [here](#).