

SIA Welsh language scheme report 2025 to 2026

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Introduction

The SIA has adopted the principle that it will treat the Welsh and English languages equally when conducting public business in Wales. Our Welsh language scheme formalises our language policies (as required by the Welsh Language Commissioner) and identifies how we will implement that principle in providing public services in Wales.

This report sets out our performance against the provisions of our Welsh language scheme in the 2025 to 2026 reporting year.

What is the SIA?

The SIA is an executive non-departmental public body sponsored by the Home Office.

We were established under the Private Security Industry Act 2001 to contribute to public protection by setting and improving standards in the regulated private security industry. We support the Home Office priorities of reducing terrorism, preventing and tackling crime, and ensuring people feel safe in their homes and communities.

We have one office, which is in London. We also have a field force of regional investigators, some of whom are based in Wales.

We are responsible for:

- licensing people who do certain jobs in the private security industry
- approving private security companies who wish to be part of our Approved Contractor Scheme
- conducting inspections
- monitoring the activities of people operating within the private security industry and taking enforcement action where necessary
- setting and approving standards of conduct and training for the private security industry
- making recommendations on ways to improve standards in the private security industry

We are governed by a Board, which is made up of:

- our non-executive directors, including our Chair
- our executive directors, including our Chief Executive

The Board's role is to ensure that the SIA's statutory responsibilities are met. The executive directors are collectively responsible for the discharge of those responsibilities on a day-to-day basis. The non-executive directors provide both support and challenge to the executive directors. One non-executive director has a responsibility to act as a champion for Wales.

The Board also sets the SIA's strategic direction.

This report

The information below covers the SIA's implementation actions from the sixth year of our Welsh language scheme. It sets out both the requirements of the Welsh Language Commissioner as well as the SIA's response.

All figures relate to the period 1 May 2025 to 30 April 2026 inclusive.

Assess the impact of policies

We reviewed:

- the number and percentage of policies (including policies reviewed or modified) where the impact of the policy on the use of the Welsh language was considered
- an example of an assessment where the policy was judged to have an impact on the use of the Welsh language, and details of how the policy was subsequently amended

Our findings were:

- 0
- not applicable

Written correspondence

We reviewed:

- the number of Welsh language correspondence received during the reporting period
- the number of English language correspondence received during the reporting period

Our findings were:

- 0
- 149,004

Telephone communications

We reviewed:

- the number of Welsh language calls received to the main telephone number or call centre during the reporting period
- the total number of English language calls received to the main telephone number or call centre during the reporting period

Our findings were:

- 0
- 55,413

Services provided by others

We reviewed:

- the number and percentage of third-party agreements that are monitored to ensure that they comply with the relevant requirements of the language scheme
- an example of monitoring work undertaken to assess whether a third-party agreement complies with the relevant requirements of the language scheme, and details of any action taken as a result of the monitoring

Our findings were:

- there have been no new third-party contractors or renewed contracts where the work will involve communicating in Welsh
- not applicable

Publications

We reviewed:

- the number of publications issued during the reporting period available to the public
- the number of publications issued during the reporting period available in Welsh to the public

Our findings were:

- we published 15 documents in English during the reporting period – these are listed below:
 - SIA business plan: 2025 to 2026 (July 2025)
 - SIA Welsh language scheme report 2024 to 2025 (July 2025)
 - Security Industry Authority annual report and accounts 2024 to 2025 (July 2025)

- Knowledge and skills specification: physical intervention skills for close protection operatives refresher training (August 2025)
 - Get Licensed consultation: outcome report (October 2025)
 - Get Licensed (December 2025)
 - SIA character reference form: consider additional factors (December 2025)
 - SIA character reference form: intention to refuse (December 2025)
 - Request to include a consultant in correspondence form (January 2026)
 - ACS application form (January 2026)
 - ACS continuation of approval form (January 2026)
 - SIA sworn oath form (April 2026)
 - SIA character reference form: overseas criminality exception (April 2026)
 - Draft section 12 statutory guidance consultation (April 2026)
 - Terrorism (Protection of Premises) Act 2025 section 12 guidance: consultation draft (April 2026)
- we published 1 document in Welsh during the reporting period (our Welsh Language Scheme report 2024 to 2025)

Press releases

We reviewed:

- the number and percentage of press releases issued during the reporting period in Welsh / bilingually

Our findings were:

- we issued 0 press releases in Welsh / bilingually

Website and online services

We reviewed:

- the percentage of the organisation's website pages and online services available in Welsh
- an update on the progress made to improve or increase the website's Welsh language content during the reporting period
- information on the process used to ensure that existing content, updates, and new content comply with the Welsh language scheme

Our findings were:

- 0.1% (1 page on GOV.UK)
- there was no increase in Welsh language content during the reporting period

- the GOV.UK platform supports translated versions of published content – including Welsh language versions. We can therefore provide content in Welsh where there is an evidenced user need or legal requirement for us to do so

Staffing/recruitment

We reviewed:

- the number and percentage of organisation's staff able to provide services through the medium of Welsh
- the number and percentage of new and vacant posts advertised during the reporting period where:
 - Welsh language skills were essential
 - Welsh language skills were desirable
 - no Welsh language skills were required

Our findings were:

- we do not track the number of SIA staff who can provide services in Welsh
- we advertised:
 - 0 new and vacant posts where Welsh language skills were essential
 - 0 new and vacant posts where Welsh language skills were desirable
 - 82 new and vacant posts where no Welsh language skills were desirable

Training to improve Welsh language skills

We reviewed:

- the number and percentage of the organisation's workforce who received training to improve their Welsh language skills during the reporting period
- the different types of training provided/ offered

Our findings were:

- no SIA staff received training to improve their Welsh language skills during the reporting period
- not applicable

Welsh language awareness training

We reviewed:

- the number and percentage of the organisation's new workforce (i.e., new since 1 May 2024) who have received Welsh language awareness training

Our findings were:

- 0 members of SIA staff received Welsh language awareness training during the reporting period.

Complaints

We reviewed:

- the number of complaints received during the reporting period regarding the organisation's compliance with the Welsh language scheme

Our findings were:

- we received 0 complaints regarding our compliance with our Welsh language scheme.

Self-regulation

We reviewed:

- the arrangements and procedures the organisation has adopted to assist it in effective self-regulation

Our findings were:

- we are committed to offering our services in both English and Welsh
- we monitor:
 - the number of times we are asked to provide a service in Welsh
 - which services people ask for
- we use this information to identify:
 - if there is a need to make these services more readily available in Welsh
 - possible ways in which we might make these services more readily available in Welsh

Keeping our scheme under review

In our Welsh language scheme report for the 2024 to 2025 reporting year, we said that:

"In the next reporting year, we will review our Welsh language scheme and our previous reports... We will look to see if we need to make any changes to the scheme and, if we do, what those changes might be."

We carried out this review, which also considered what more we could do to support our Welsh-speaking customers.

Next Steps

We want to ensure that our Welsh language scheme remains fit for purpose.

We have identified our most important documents and webpages – particularly those dealing with the process of applying for and renewing an SIA licence. We will be publishing Welsh versions of these pages and documents in the 2026 to 2027 reporting year.

We will also extend our Welsh language scheme to cover our new responsibilities as the regulator of Martyn's Law (the Terrorism (Protection of Premises) Act 2025).

The Terrorism (Protection of Premises) Act 2025 is UK legislation designed to ensure the public is better protected from terrorism. It does this by requiring certain public premises and events to be prepared and ready to keep people safe in the event of an attack.

The act establishes the Security Industry Authority as the regulator of Martyn's Law. The law is expected to come into force in spring 2027.

In future, our commitment to treating the Welsh and English languages equally when conducting public business in Wales will apply to:

- our work as the regulator of the Private Security Industry Act 2001
- our work as the regulator of the Terrorism (Protection of Premises) Act 2025