



### **DOOR SUPERVISOR TOP UP TRAINING**

- The Home Office has published a new consultation document setting out proposals for compulsory top-up training for door supervisors wishing to renew their licence from May 2011. The consultation exercise follows a review of core competency requirements by the Security Industry Association, the regulatory body for door staff, and is based on industry recommendations. The proposals would **significantly increase the cost of staff**.
- The SIA requires applicants to provide evidence of an approved training qualification as part of its licensing requirements. Following an industry led review of the content of existing training, the SIA has identified several significant additional requirements which it believes should be introduced to reflect current industry good practice, bring training up to date and make sure all individuals working in the industry are properly trained for their role.
- From June 2010, all new training qualifications will include the following new elements:
  - **Physical skills:** how to restrain, eject or apply physical interventions safely
  - **First Aid:** basic essential knowledge to deal with accidents
  - **Under Age:** sensitivities in handling 14/18 year olds
  - **Terrorism:** awareness of the threat and how to handle

All new entrants from June 2010 will be trained on these issues as a matter of course and the proposed change will not affect their training or costs.

- Government and police are concerned, however, that unless action is taken, existing licence holders will not be equipped with the most up to date skills or will have had no training at all on these issues. Ministers are therefore proposing to introduce compulsory top up training at licence renewal from May 2011.
- They anticipate that complying with the new training requirements will involve between 1 and 2 days training at a cost of £142-182. This will be in addition to the cost of licence renewal, currently £245 for a 3 year licence. It will see an effective doubling of the costs of licence renewal from May 2011 and a total cost to the industry of £4-9million per annum.
- They are also consulting on whether to introduce compulsory refresher training for all future licence renewals ie every three years. This would be a lesser ongoing obligation, but would still see renewal costs rise by £100-150 per applicant.

#### **ALMR Response**

- The consultation document claims that calls for compulsory re-training are industry led, but it appears that this is being driven by the police and is an attempt to make door supervisors more of a front line intervention. The pressure for training on physical intervention is premised on the basis that they may be engaged in high risk restraint until police arrive.
- The proposal appears disproportionate to the risks. The consultation cites 20 incidents involving supervisors which have resulted in injury, including 10 deaths, since 2003. There were also 40 cases where supervisors were charged with assault following an ejection. The proposed costs to address this - in time, money and loss of earnings - are significant and may act as a disincentive to have a full complement of door staff.
- Top up or ongoing training on these issues does happen and should remain voluntary. An alternative would be to provide an incentive to undertake it eg reduced licence fee.