

# [SIA publishes sector profile on recruitment and retention in the security guarding sector](#)

News story

The Security Industry Authority has published a 'snapshot' profile of the security guarding sector. It draws on findings from recent surveys and past research conducted by the SIA. It also uses data from the SIA's licensing system.



Security Industry Authority

Responses to surveys undertaken by the SIA suggest that some companies within the sector have found it difficult to recruit and retain security guards. Business demand is increasing post-pandemic but pay is not rising at a rate that helps to attract and retain staff.

Responses also suggest that some of the barriers to recruitment and retention are:

- low pay
- work patterns (unsociable hours)
- lack of flexibility, which is a barrier to attracting those with caring responsibilities (particularly women) to the industry
- overcapacity and saturation of employment within local areas means fewer people are applying for jobs
- high levels of verbal and physical violence in the workplace
- lack of career pathways and progression opportunities

The SIA has published a [full report on the GOV.UK website](#).

This report is the second in a series of private security industry profiles undertaken by the SIA. The first report, published in July 2021, focussed on [recruitment and retention in the door supervision sector](#).

Further information:

- The Security Industry Authority is the organisation responsible for

regulating the private security industry in the United Kingdom, reporting to the Home Secretary under the terms of the [Private Security Industry Act 2001](#). The SIA's main duties are the compulsory licensing of individuals undertaking designated activities and managing the voluntary Approved Contractor Scheme.

- For further information about the Security Industry Authority or to sign up for email updates visit [www.gov.uk/sia](http://www.gov.uk/sia). The SIA is also on [LinkedIn](#) [Facebook \(Security Industry Authority\)](#) and [Twitter \(@SIAuk\)](#).

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