



**skills** for **security**



# **Professional Security Operative Apprenticeship**



**Apprenticeships**



Education & Skills  
Funding Agency

## Occupation summary

This occupation is found in a range of public, private and not for profit sectors. These can include iconic or historic locations, commercial or residential buildings, transport and rail installations, healthcare and educational facilities, retail outlets, logistics and the transportation of high net-worth assets and currency. Employment can range from a small front-of-house security team to large-scale nation-wide organisations.

The broad purpose of the occupation is to be an organisation's first line of defence against activities that threaten the security of the UK and continuity of its organisations' core businesses. Professional security operatives protect people, assets, property and premises via a layered security approach. This includes the need to enforce legal requirements, policies, procedures (including Standard Operating Procedures and Emergency Operating Procedures) and rules to provide a safe and secure environment. Professional security operatives monitor assigned areas to act as a deterrent, identify hostile reconnaissance, identify suspicious items, people, or vehicles and respond to alarms, incidents and emergencies. They will conduct regular and random searches and report and record information following organisational procedure. Through the performance of these duties, professional security operatives also play a key role in counter terrorism activity.

- Operational security operatives are responsible for ensuring the safety of others, including large groups or crowds. They identify potential security risks and act upon them to maintain safety. They are responsible for searching, scanning, screening, crowd management, conflict management, patrolling, access and egress, and emergency procedures on the ground.
- Cash and valuables in transit (CViT) operatives ensure the safe and secure transportation of cash and a wide variety of valuables, including jewellery, art and precious metals. They use specially adapted vehicles and equipment such as protective secured boxes, personal protective equipment such as CViT helmets, body armour, and communication systems to ensure the safety of the valuables they transport.
- Mobile security patrol operatives patrol, conduct property inspections, lock and unlock premises and respond to alarms. These duties are carried out across a large portfolio of clients and a wide range of locations within a geographical area using an adapted vehicle.
- Security control room operatives oversee and co-ordinate the operational response at the location they monitor, using control room equipment or through CCTV (also known as VSS or Video Surveillance Systems). They gather intelligence, disperse relevant information, monitor lone working, manage incidents and provide an interface to other protective services including the emergency services.

In their daily work, an employee in this occupation interacts with the public and a broad range of other stakeholders including the organisational hierarchy, peers, clients, contractors, sub-contractors, blue light services, and enforcement agencies.

An employee in this occupation will be responsible for identifying the risk of the security of people, places, property and assets to protect them from threats that intentionally or accidentally exploit vulnerabilities. They work at pace and undertake duties independently, reporting to a shift supervisor, team leader or security manager. They may work as part of a security team, and must undertake professional development to enhance their skills and understand the company security culture.

Professional security operatives are on the front line and will be ambassadors for the security profession and the business in which they work. Integrity and honesty are paramount for the industry and future career choices. They will adhere to the dress code and use personal protection equipment when required. They will be professional, courteous, calm and empathetic in all situations and treat information and details confidentially in-house and externally. They will be respectful of team members and end-users and provide a high standard of customer service.

## Entry requirements

This apprenticeship is open to 'in-house' security operatives (direct employees) who usually do not need a Security Industry Authority (SIA) licence to provide security services and for employees who work for sub-contractors, who are providing security services and do need an SIA licence.

Where an apprentice has an SIA licence, assessment of the apprentice's current competence, through recognition of prior learning and experience, forms part of the initial assessment process, which ensures that the apprentice is on the right programme and includes eligibility checks.

Entry requirements will be a matter for individual employers, typically an apprentice will go through security vetting requirements.

The CViT Operative option and Mobile Patrol Security Operative option must possess a valid driving licence.

Employers will assist the apprentice with entry requirements before on-boarding.

## Qualifications

English and Maths English and maths qualifications form a mandatory part of all apprenticeships and must be completed before an apprentice can pass through gateway. The requirements are detailed in the current version of the apprenticeship funding rules.

Emergency First Aid at Work (regulated) Level: 3 Additional information: Apprentices will need to achieve a one day Emergency First Aid at Work qualification that is regulated by Ofqual or conforms to Health & Safety Executive guidelines. Those apprentices aiming to achieve or already with a Security Industry Authority licence must complete/will have the Emergency First Aid at Work qualification (three-day course). OR Emergency First Aid at Work (unregulated and conforms to Health & Safety Executive guidelines) Level: 3 Additional information: Courses not Ofqual regulated should meet guidance by the Health and Safety Executive e.g. Red Cross or St John's Ambulance. Those apprentices aiming to achieve or already with a Security Industry Authority licence must complete/will have the Emergency First Aid at Work qualification (three-day course).

## Professional recognition

This standard aligns with the following professional recognition:

- International Foundation for Protection Officers for Member level, for those successfully completing the apprenticeship.
- The Security Institute for two routes: an apprentice without prior experience in the sector can apply for membership at a Non-professional grade; and an apprentice with relevant work experience, along with industry related level 3 and above qualifications may meet the criteria for a Professional Membership grade.

## Consultation

The Security Trailblazer Group conducted a consultation between February 9th and March 23rd 2022, to establish if individuals working within the private security industry agreed with the need for and content of the Professional Security Operative Apprenticeship Standard. The consultation asked participants to consider and comment on the occupational profile and roles in terms of duties, knowledge, skills, and behaviours (KSBs), the Standard's title, four options, and its duration. To administer the consultation, the Trailblazer constructed an online questionnaire via SmartSurvey.com with twenty multiple-choice questions and six opened-ended questions where respondents could comment freely. The survey's duration was 15–20 minutes. The Trailblazer advertised the survey through social media platforms such as LinkedIn, Facebook, Twitter, and through the membership network of the BSIA. A total of ninety-five (95) individuals responded to the survey. A breakdown of respondees roles was as follows: 43% were Frontline staff 28% were Security employers 12% were Security and Education training companies 16% were Security experts/consultants and 1% were individuals non-related to security. For geographical location, respondents were representative of the whole of England. Individuals from the South of the country were the most characterised (42%), followed by the North (16%) and the Midlands (5). The remaining participants were spread nationwide (37%). Analysis showed how participants reacted positively, emphasising the need for the Standard to be adopted by all the sectors in the security industry (i.e. aviation, in-housesecurity) – 98% of respondents agreed with the description of the core duties representing typical activities undertaken by Professional Security Operatives. Likewise, most respondents (95%) confirmed that the core duties' knowledge, skills, and behaviour lead to occupation competency. Respondents (91%) confirmed the title of Professional Security Operative for this Apprenticeship covered the wide range of roles in the security industry.

Regarding the available options (Operational Security Operative, Cash and Valuables in Transit Operative, Mobile Patrol Security Operative, and Control Room Security Operative), the respondents (87%) viewed them as representing different areas of the security industry. They also agreed significantly with the proposed knowledge, skills, and behaviour for these options. Although some of the respondents suggested that Close Protection and Dog-handling should be part of the apprenticeship, the Trailblazer Group made the decision not to include these roles as they are highly specialised and their current qualifications exceed the scope of this Apprenticeship.

The respondents (84%) agreed with the suggested duration of 12 months. The Trailblazer took on board the comments in reference to the need to include Counter Terrorism and police within the Standard, across the options. In summary the main results were as follows: · 98% of respondents felt that the core duties represented typical Professional Security Operative activities. · 95% agreed that the core KSBs (duties) would lead to occupational competency. · 87% felt that the options reflected the different areas of the private security industry. · 94% felt that the occupational profile was clear and representative. · 91% felt that the standard captured the wide range of industry work. · 84% felt that the apprenticeship duration (12 months) was a true reflection. · 86% felt that mandating a First Aid qualification added value to the occupation.

**Title**

*Professional Security Operative  
Apprenticeship*

**UOS reference number**

*ST1016*

**Level**

*2*

**Typical Duration**

*12 months*

**End Point Assessment Method(s)**

- 1. Knowledge test*
- 2. Practical skills test - observation*
- 3. Professional discussion*

**Achievable Grades**

- *Fail*
- *Pass*
- *Distinction*

**Delivery Method**

*Remote based qualification via online  
learning and on-site observations*

**Route**

*Protective services*

**Would your proposed apprenticeship  
standard replace an existing  
framework?**

*No*

**Does professional recognition exist  
for the occupation?**

*Yes*

**Progression Routes**

A Professional Security Operative is seen as an entry level for the security professional career pathway. For operatives interested in supervision and management, the existing Level 3 Security First Line Manager would be the ideal career progression. Operatives with an interest in learning and development can progress into security training while others might prefer the account manager route or any other support role within a security business.