Workman

Bulletin: Martyn's Law: What Property Owners Need to Know Now

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Preparing today for a safer, compliant tomorrow

On 3 April 2025, the Terrorism (Protection of Premises) Act — commonly known as Martyn's Law — received Royal Assent.

This isn't just another compliance exercise. It's a fundamental shift in how the UK manages terrorism risk across publicly accessible locations. For owners and operators of retail, leisure, mixed-use, and commercial assets, the legislation introduces a clear legal duty: assess and mitigate the risk of terrorism in a way that's proportionate to your property.

At Workman, we're working with clients to integrate security resilience into day-to-day operations — without losing sight of commercial viability.

Understanding the New Legal Duty

Martyn's Law places a duty on those responsible for qualifying premises and events — landlords, asset managers, managing agents, and occupiers — to assess and reduce terrorism risk in line with the size and use of the property.

Key obligations include:

- Premises registration with the Security Industry Authority (SIA)
- Terrorism risk assessments, proportionate to property profile and visitor footfall
- Protective security measures, such as access control, surveillance, hostile vehicle mitigation, and emergency response protocols
- Incident response planning, including lockdown and evacuation procedures
- Staff training to identify suspicious behaviour and respond effectively to threats
- Demonstration of compliance through robust record-keeping and periodic reviews

Who Is Affected?

The scope is broad. It applies to retail outlets, shopping centres, office atriums, F&B clusters, event venues, and shared amenities like landscaped areas, concourses, or rooftop terraces.

Two categories of duty apply:

Standard Tier

For premises with a regular capacity of 200+ people

Enhanced Tier

For locations with a capacity of 800+ people, requiring more comprehensive planning, physical security, and governance frameworks

Even properties outside these thresholds may face reputational and insurance implications if risk isn't demonstrably managed.

Why Acting Early Matters

The legislation includes a 24-month implementation window. But waiting until the deadline could leave you exposed.

Commercial property portfolios — especially those with diverse asset types, multi-stakeholder responsibilities, and public access — need time to deliver compliance without disrupting tenant operations or inflating service charge budgets.

Failing to prepare could lead to:

- Legal exposure, including enforcement action by the SIA.
- Insurance challenges, where terrorism resilience becomes a material underwriting concern.
- Reputational risk, particularly for high-profile sites.
- Operational gaps, including untrained staff and untested emergency procedures.

Workman's Strategic Response: Partnering with Clients to Prepare for Martyn's Law

We're actively reviewing our managed portfolio and working closely with clients to ensure a proportionate, practical response to Martyn's Law.

Our approach is designed to:

- Identify qualifying premises and categorise them by Standard or Enhanced duty tiers
- Map responsibilities across all relevant stakeholders — landlords, occupiers, FM teams, and third-party providers
- Audit existing protective measures and prioritise enhancements that align with operational needs and legal obligations
- Embed threat response protocols into site-level procedures and training frameworks
- Prepare sites for SIA registration and establish systems for ongoing compliance tracking

Our Health & Safety, Security, and Risk teams are delivering tailored strategies that meet the requirements of the Act while safeguarding people, preserving asset value, and minimising operational disruption.

What to do now:

STAGE 1

Portfolio screening

Identify and assess impacted sites.

STAGE 2

Gap analysis

Review Physical, procedural, and organisational readiness.

STAGE 3

Stakeholder engagement

Align roles and responsibilities across your estate.

STAGE 4

Training uplift

Ensure frontline teams are confident and capable in responding to threats.

STAGE 5

Compliance roadmap

Develop a clear, actionable plan for achieving and sustaining compliance.

How We Can Help

We've been managing commercial property for over 40 years, and we understand that compliance works best when it's embedded into day-to-day operations — not bolted on at the last minute.

If you'd like to discuss how Martyn's Law affects your portfolio, or need support preparing your sites, we're here to help.

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