



# CIVIL NUCLEAR CONSTABULARY

## Email

[REDACTED]

**The Executive Office**  
Civil Nuclear Constabulary  
Building F6 Culham Science Centre  
Abingdon  
Oxon  
OX14 3DB

Tel: 03303 135400

Website: <https://www.gov.uk/cnc>

1<sup>st</sup> April 2021

Dear [REDACTED]

I am writing in response to your request for information regarding the below. Your request has been handled under Section 1(1) of the Freedom of Information Act 2000. In accordance with Section 1(1) (a) of the Act I hereby confirm that the CNC/CNPA does hold information of the type specified.

**I am writing to request information under the Freedom of Information Act. I am looking for information about unconscious bias training. Please could you provide me with the following:**

- 1. How many staff have undergone unconscious bias training over the last five calendar years? Please could you break down the number by year for 2021 (up to and including the end of February), 2020, 2019, 2018 and 2017.**
- 2. How much money has been spent unconscious bias training for staff over the last five calendar years? Please could you break down the figure by year for 2021 (up to and including the end of February), 2020, 2019, 2018 and 2017. In each case where there has been expenditure on unconscious bias training, please could you state which company the money went to, how much, and the date of the payment.**
- 3. If unconscious bias training has been provided to staff, please could you provide details of the format of the training is - its title, how many hours/days the training lasts, and any other relevant detail which summarises what it entails.**

**4. If possible, please could you provide a copy of any training material - documentation including, but not limited to, training packs, worksheets, fact sheets etc - distributed to staff as part of the unconscious bias training in any of the above years. Please note, if this is not possible, please proceed with the remainder of the request.**

1 The CNC delivers unconscious bias training as part of the equality, diversity and inclusion training to both police officers and staff.

2015 – 2017 - There was a company invited to provide Custodians of newly established support groups (under the Equalities Consultative and Support Network) equality and diversity training and this included unconscious bias. Unfortunately, the CNC do not have any records to confirm dates, the numbers trained or training materials/content.

2017/2018 - No Data – CoP have recently updated this package and all previous completions have not been migrated across with the new version.

2018/2019 - Officer & Staff: 1237

2019/2020 - Officer & Staff: 1381

2020/2021 – Officers and staff 820

2 As we do not have a stand alone training package for unconscious bias training we are unable to answer this question

3 The training is delivered as part of the equality, diversity and inclusion training.

4 We do not have any training material specific to unconscious bias training.

The Civil Nuclear Constabulary is a specialist armed police service dedicated to the civil nuclear industry, with Operational Policing Units based at 10 civil nuclear sites in England and Scotland and over 1400 police officers and staff. The Constabulary headquarters is at Culham in Oxfordshire. The civil nuclear industry forms part of the UK's critical national infrastructure and the role of the Constabulary contribute to the overall framework of national security.

The purpose of the Constabulary is to protect licensed civil nuclear sites and to safeguard nuclear material in transit. The Constabulary works in partnership with the appropriate Home Office Police Force or Police Scotland at each site. Policing services required at each site are agreed with nuclear operators in accordance with the Nuclear Industries Security Regulations 2003 and ratified by the UK regulator, the Office for Nuclear Regulation (ONR). Armed policing services are required at most civil nuclear sites in the United Kingdom. The majority of officers in the Constabulary are Authorised Firearms Officers.

The Constabulary is recognised by the National Police Chiefs' Council (NPCC) and the Association of Chief Police Officers in Scotland (ACPOS). Through the National Coordinated Policing Protocol, the Constabulary has established memorandums of understanding with the local police forces at all 10 Operational Policing Units. Mutual support and assistance enable the Constabulary to maintain focus on its core role.

We take our responsibilities under the Freedom of Information Act seriously but, if you feel your request has not been properly handled or you are otherwise dissatisfied with the outcome of your request, you have the right to complain. We will investigate the matter and endeavour to reply within 3 – 6 weeks. You should write in the first instance to:

Kristina Keefe  
Disclosures Officer  
CNC  
Culham Science Centre  
Abingdon  
Oxfordshire  
OX14 3DB

E-mail: [FOI@cnc.pnn.police.uk](mailto:FOI@cnc.pnn.police.uk)

If you are still dissatisfied following our internal review, you have the right, under section 50 of the Act, to complain directly to the Information Commissioner. Before considering your complaint, the Information Commissioner would normally expect you to have exhausted the complaints procedures provided by the CNPA.

The Information Commissioner can be contacted at:

FOI Compliance Team (complaints)  
Wycliffe House  
Water Lane  
Wilmslow  
Cheshire  
SK9 5AF

If you require any further assistance in connection with this request please contact us at our address below:

Kristina Keefe  
Disclosures Officer

CNC  
Culham Science Centre  
Abingdon  
Oxfordshire  
OX14 3DB  
E-mail: [FOI@cnc.pnn.police.uk](mailto:FOI@cnc.pnn.police.uk)

Yours sincerely  
Kristina Keefe  
Disclosures Officer