



Civil Nuclear Constabulary

Welsh Language Scheme Monitoring Report

September 2014

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Introduction

The Civil Nuclear Police Authority's (CNPA) Welsh Language Scheme was prepared in accordance with the Welsh Language Act 1993. This was the CNPA's first scheme and it was approved by the then Welsh Language Board (now Welsh Language Commissioner) on the 31st March 2008.

Since then, the Civil Nuclear Constabulary (CNC) has been successfully implementing the Action Plan on behalf of the CNPA as agreed with the Welsh Language Commissioner.

The CNPA and the CNC were established on 1 April 2005, as directed by the Energy Act 2004. The organisation operates under the strategic direction of the Department of Energy and Climate Change (DECC).

The CNPA is charged, pursuant to the 2004 Act, with securing the maintenance of an efficient and effective CNC whose primary function is the protection of licensed nuclear sites not used wholly or mainly for defence purposes and the safeguarding of nuclear material in the UK and elsewhere.

The CNPA thus has oversight of, and employs the CNC. In turn, the CNC provides a dedicated on site armed response capability for the nuclear industry, with operational and support Units based at 11 licensed nuclear sites. Together with site operators and carriers, the CNC shares responsibility for the protection of nuclear material and facilities, and for the safe and secure movement of nuclear material within the UK and internationally.

In discharging this function, the CNC works closely with the Office for Nuclear Regulation (ONR) which, in a regulatory capacity, has delegated authority from the Secretary of State to direct certain security related activities of the CNPA, and thus of the CNC. Policing services required at each licensed nuclear site are agreed with site operators in accordance with the Nuclear Industries Security Regulations 2003 (NISR) and ratified by ONR. To comply with the NISR, armed policing services are required at most licensed nuclear sites in the UK. The majority of officers in the CNC are Authorised Firearms Officers.

The CNC is recognised by the Association of Chief Police Officers of England, Wales and Northern Ireland and the Association of Chief Police Officers in Scotland. Through the National Co-ordinated Policing Protocol, the CNC has, at all 11 of its Operational Policing Units, established memoranda of understanding with the relevant local police forces. The mutual support and assistance afforded by these arrangements enable the CNC to maintain focus on its core role.

The patrol strategy employed by the CNC is intended to constrain and disrupt the operating environment for those with terrorist intent; it also gives reassurance to the public in the vicinity of licensed nuclear sites. Whilst on patrol, officers will often come across incidents within their local vicinity; such incidents have included officers providing first aid at road traffic accidents, dealing with suspected drink driving offences as well as assisting local Home Office forces / Police Scotland with disturbances and attempted suicides.

While it is the aim of the CNC to gain wider recognition of its role and to provide reassurance to the public about civil nuclear security, the information contained in this report necessarily omits operational details that might present opportunities to any person or group planning to attack civil nuclear facilities or materials.

Successes in 2013-14

- Publication of Welsh summary of the CNPA Annual Report and Accounts 2012/13
- Publication of Welsh version of CNPA's Strategic Plan 2013-16
- Introduction of a formal team to manage the Welsh Language Scheme

Challenges for 2014-15

- Welsh Language Commissioner's standards investigation and report on the CNC's Wylfa Operational Policing Unit (OPU).
- Developing a strategy to maintain the CNC's Welsh Language initiatives to cover the period of time that the Wylfa site CNC OPU will cease local operations temporarily.

Welsh Correspondence

Approximately twenty items of correspondence are received each quarter by the Wylfa Unit. The majority of correspondence received in Welsh originates from North Wales Police and the Welsh Language Commissioner and is sent bilingually via email to the Wylfa Unit.

The Wylfa Unit continues to communicate internally and externally in English. Due to safety reasons on this nuclear site, English is the primary Language in use. However all Wylfa officers emails close with a bilingual signature. The Wylfa Unit has employed an excellent administrative assistant who is first language Welsh, and who deals with any written correspondence or telephone calls received in Welsh.

Materials Published in Welsh

Annual Report

A summary of the CNPA Annual Report and Accounts 2012/13 was published in Welsh. The document includes Chairman and Chief Constable's Statement, About Us (an introduction to the CNPA), Ambition, Mission and Credo, Strategic Objectives, Performance Highlights and Summary of Performance.

The CNPA Annual Report and Accounts for 2013/14 is currently being prepared for translation.

Strategic Policing Plan

The CNPA's Strategic Plan for 2013-16 was also published in Welsh. This document is a direct translation of the English version.

The CNPA's Strategic Plan for 2014-17 is currently being prepared for translation.

Independent Police Complaints Commission Material

Independent Police Complaints Commission (IPCC) leaflets are made available to the public in both Welsh and English. Bilingual information is also available on the IPCC website. Should a member of the public need to make a complaint against an officer, they need to refer to these leaflets and are able to choose Welsh or English forms when lodging a complaint. To date there have been no complaints made against the Wylfa Unit.

Stop and Account Statement Books

All Wylfa officers have been provided with individual stop and account forms and MG11 (Statement) forms in both Welsh and English, effective from August 2008. Should a member of the public be stopped and a statement taken, the individual has the opportunity to select their form of choice and complete the forms in either Welsh or English.

CNC Website

The CNC website moved to the GOV.UK domain during the summer of 2014 (<https://www.gov.uk/government/organisations/civil-nuclear-constabulary>). The Welsh Language Scheme remains prominent within the new site structure. Information about the Scheme is accessible in both Welsh and English. In addition to the website, materials are available in Welsh directly from the CNC including translations of previous summaries of the CNPA's Annual Reports, CNPA Strategic Plans and general information sheets. The website offers contact details for people wishing to have electronic copies of these materials as well as make further enquiries regards our involvement in Welsh Language Scheme related matters.

CNC Intranet

Police staff and officers have access to information about the CNC's continued response to the Welsh Language Scheme. The Welsh Language page was updated last year with Welsh passages posted onto the page which introduce our Wylfa site and explain the CNC's position regards its Welsh Language Scheme. This material has English versions following each passage so that our officers and staff have the opportunity to compare Welsh and English in written form.

This project was extended during 2013/14 and has been successfully completed by the Wylfa unit's administrative assistant. There are now additional comprehensive intranet pages for the Wylfa unit explaining specific details about the site and offering advice on how to work with the site arrangements - all available in both Welsh and English.

Welsh Language Policies and Initiatives

Bilingual Uniform

All officers at the Wylfa Unit are issued with bilingual uniform including caps, high visibility jackets, fleece jumpers and are given Velcro Heddlu patches that they can use on other items of CNC uniform. During 2014 the management of the CNC's clothing store was outsourced to an external supplier bringing with it significant changes to the clothing supply process. The CNC ensured that bilingual uniform remained available for newly recruited and established officers based at Wylfa throughout this period of change.

Bilingual Warrant Cards

All officers at the Wylfa Unit have now been issued with bilingual warrant cards as these have been re-produced to include dual Language so should a member of the public be stopped they are presented with a warrant card as proof of identity, the individual has the opportunity to select their preferred Language when reviewing the details.

Welsh/English Police Signage

All Wylfa Unit vehicles have bilingual signage. The Wylfa Unit Office within the Unit has bilingual signage. Bilingual notices are displayed at the site.

Welsh Language Training at the Wylfa Unit

Welsh Language Course

There is a commitment from the CNC to provide Welsh Language Training to Wylfa Officers. It is recognised by the CNC that Welsh is the primary Language in parts of Anglesey, and that the public is highly responsive to the efforts that officers at the Wylfa Unit make in linguistic courtesy. All officers who joined the Wylfa Unit prior to spring 2012 have been given the opportunity to participate in Welsh Language courses, either through attending the C1 Language Course or through the Welsh Language Self Assessment course.

Ongoing, the CNC has secured budget and is using a locally-based trainer to deliver level 1 and level 2 training. The Wylfa Unit is currently undergoing a significant uplift in staff. This should be concluded by April 2015 and Welsh Language training is programmed to begin once all of the recruits are in place.

Welsh Awareness Training

Welsh Language awareness has been integrated within the site induction programme so that all new appointments to the site receive an introduction to the Welsh Language. The administrative assistant works with officers at Wylfa in order to develop their conversational Welsh wherever possible.

CNC Recruitment

Recruitment

The CNC has developed a two year recruitment strategy which includes provision for recruiting to the Wylfa Unit. Currently, the Wylfa Unit is working through its uplift.

Officer recruitment is managed nationally; Wylfa Unit recruits are selected from a pool of national applicants. Applications are made through our careers website.

Support staff are recruited locally with bi-lingual adverts placed in local newspapers. A desirable attribute for these roles is the ability to fulfill aspects of the post orally with confidence through the medium of Welsh and English.

CNC Careers Website

The CNC launched a careers website in December 2009 which incorporates the Welsh Language through:

- Profiling of a Wylfa-based officer who has been supported by the CNC in studying the Welsh Language, with the profile in both Welsh and English
- Profiling the Wylfa Unit and promoting the Wylfa location in both Welsh and English

Inter-operability with Welsh Police Forces

The Wylfa Unit has developed close links with the Welsh Language Services Department at North Wales Police. The department has included the CNC in a joint response being prepared by them

on behalf of all the Welsh Police forces in response to the introduction of the Welsh Language (Wales) Measure 2011.

The Unit Commander at Wylfa also attends the Strategic Review Group and Local Resilience Forum meetings held at North Wales Police Headquarters.

In an effort to work collaboratively across the Welsh Police Forces, Officers from the Wylfa Unit and Staff from Headquarters work alongside Welsh Language Officers from North Wales, Gwent, Dyfed Powys, South Wales and BTP as part of the Welsh Forces Welsh Language Working Group, which aims to develop a coordinated approach to Welsh Language in Policing.

The Wylfa Unit does not regularly correspond with the Dyfed-Powys, South Wales or Gwent Police forces as they have no business in those geographic areas.

Stakeholder Engagement

The role of the CNC has been changing over recent years, becoming increasingly specialised and focused on armed policing. The CNPA directed a series of reviews into existing security arrangements at all its sites as part of a programme of continuous improvement. These reviews have resulted in the CNC developing an operating model which best maximises its capability and aligns with physical security enhancements undertaken by Site Licence Companies.

For the Wylfa Operational Policing Unit, this has resulted in officers concentrating on implementing these changes and operating a security posture which focuses on site facilities more than work within the local community. This has resulted in reduced opportunities for stakeholder engagement although the Unit does try to take advantage of any opportunities of engaging in Welsh with site operators, contractors and staff as well as members of the public.

Appointment of a Recognised Welsh Translation Agency

The CNC secured an Anglesey-based translator, approved by the then Welsh Language Board to assist with the Welsh translation of various materials which are found on the CNC's website. The CNC intends to continue with this relationship to assist in future plans to update public materials.

For larger projects, such as the publication of the CNPA Annual Report and Accounts, alternative translation services have been used in conjunction with the design and print service procured by the CNC. The CNC's Anglesey-based translator has been employed to quality assure their work for consistency.