



CIVIL NUCLEAR CONSTABULARY

Email: [REDACTED]

Our Ref: 2016-152

The Executive Office

Civil Nuclear Constabulary
Building F6 Culham Science Centre
Abingdon
Oxon
OX14 3DB

Tel: 01235 466428

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

Dear [REDACTED]

I am writing in response to your request for information regarding the below received on 12 October 2016. 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.

1. In the last three financial years, how many persons have made a complaint of discrimination against your force under the Equalities Act 2010? This also includes sexual harassment. Please break down by financial year for 2013-14, 2014-15, and 2015-16.

2013-14: 4 claims

2014-15: 2 claims

2015-16: 0 claims

2. How many of these individuals put forward a legal claim? For each claim made, please state:

- Whether the individual was a member of the public or an employee at your force (including both officers and staff)
- The nature of the discrimination (e.g. sexual harassment, sex discrimination, disability discrimination, transgender discrimination etc.)
- Whether or not the claim went to tribunal (if applicable)
- The outcome (if applicable) and the amount of compensation paid (if applicable)

2013-14

Police Officer, victimisation arising from sex discrimination, the claim did go to a tribunal and was withdrawn by the Claimant.

Police Officers, age discrimination, the claim did go to a tribunal and the Claimants were partially successful and the matters were settled via a settlement agreement.

Police Officer, disability discrimination, the claim did go to a tribunal and the Claimant was unsuccessful therefore the claim was dismissed.

Police Officer, disability discrimination, the claim was withdrawn prior to the final hearing.

2014-15

Police Officer, disability discrimination, the claim was settled prior to the final hearing.

Police officer, sexual harassment, the claim was settled prior to the final hearing.

3. In the last three years, how much money has been paid out following discrimination claims? This information is separate to the above, as it may refer to claims from previous years. Please provide this information broken down by the financial years above. If possible, please separate by cases relating to employees, and cases relating to members of the public. I would be grateful if for each year, you could also list the amounts your force has paid in legal fees for these cases, broken down by legal firm.

2013-2014

Zero

2014-15

£52,586.05

£66,297

£61,790.14

£84,583.98

£128,711.17

These payments related to a joint claim and were not wholly compensation as they included payments for annual pension and pension lump sum.

2015-16

Payments of £109,767.45 for 2 claimants

Legal Fees totals

2013/14 - 5 Essex Court £108,078.04

2014/15 - 5 Essex Court £27,297

2014/15 – Matrix £26,160

2015/16 – 5 Essex Court £20,226.46

2015/16 - 11KBW £77,250

The Civil Nuclear Constabulary is a specialist armed police service dedicated to the civil nuclear industry, with Operational Policing Units based at 11 civil nuclear sites in England, Scotland and Wales 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:

Sarah Shevlin
Disclosures Officer
CNC
Culham Science Centre
Abingdon
Oxfordshire
OX14 3DB

E-mail: 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:

Sarah Shevlin
Disclosures Officer
CNC
Culham Science Centre
Abingdon
Oxfordshire
OX14 3DB

E-mail: FOI@cnc.pnn.police.uk

Yours sincerely

Sarah Shevlin
Disclosures Officer