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CIVIL NUCLEAR CONSTABULARY

Diversity in Employment

Annual Information and Monitoring Report

April 2016 – April 2017

This document is available on the CNC Intranet under HR – Equality and Diversity web pages. If you need further information on this document or require the document in another format or language, please contact Khalid Mehmood, Equality and Diversity Manager on:

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Civil Nuclear Constabulary (CNC)

CNC protects civil nuclear sites across England, Scotland and Wales; safeguard nuclear material in transit and plays a key role in national security.

Our Ambition

To be recognised nationally and internationally as a leading Organisation for Armed Protective Security within the Critical National Infrastructure of the UK.

Our Mission

In partnership with the civil nuclear industry, national security agencies and regulatory bodies the CNC will deter any attacker whose intent is the theft or sabotage of nuclear material whether static or in transit. If an attack occurs CNC will defend that material and deny access to it. If material is seized or high consequence facilities compromised the CNC will recover control of the facility and regain custody of the material.

The CNC operates under the governance of the Civil Nuclear Police Authority and recognises the public sector duties and specific legislative and statutory requirements that fall upon the Authority. We are committed to meeting the requirements of the Equality Act 2010 and duties placed upon us as public bodies to:

- Eliminate discrimination, harassment and victimisation;
- Advance equality of opportunity between people who share a characteristic and those who do not;
- Foster good relations between people who share a characteristic and those who do not

Diversity in Employment – Why and How?

Foreword

In addition to the equality duties covered under our Mission Statement as given above; the Equality Act established a general duty upon all public bodies to publish employment information in the public domain without identifying individuals or putting security at risk. It also requires equality considerations to be given to the design of policies and the delivery of services including keeping these issues under cyclical review.

The Civil Nuclear Constabulary aims to encourage applications from those that have been historically under-represented to create a diverse workforce. This report gives the current status and composition of our workforce. The CNC continues to undergo a significant period of change, positively modernising its services whilst still delivering the financial efficiencies.

CNC collects employment data as required by the Act. This report is based on employment monitoring analysis and statistical data provided by the Human Resources systems correct as at **1st April 2017** and covers equality analysis for the Protected Characteristics and Gender Pay Gap Statement.

The Civil Nuclear Constabulary strives to be an organisation in which every individual is valued and respected; where Equality and Diversity responsibilities are shared by **all** and differences are routinely accepted and not acted against. Delivery of equality, diversity and Inclusion (EDI) is a guiding principle that supports Our Mission, Strategic Objectives, Code of Ethics and Core Values. Diversity and inclusivity of our culture is secured and ensured through regular activities undertaken by the following established corporate structures:

- Inclusive Practice Delivery Plans (**IPDPS**); supported/ reported by the Nominated Representatives from all CNC departments
- Equalities Consultative and Support Network (**ECSN**) consisting of the Registered Members (**RMs**), Custodians & Allies(**C&As**), Dept. Nominated Reps (**NRs**) and Co-opted Members (**CMs**)
- Equality Support Groups (**ESGs**) lead by the CNC Corporate Equality Standards' (**CES**) Custodians and their Allies

Simon Chesterman
Deputy Chief Constable
15th August 2017

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Contents

1. Introduction, our vision and executive summary
2. Workforce Composition
 - a. Staffing Levels: Police Officers and Police Staff by Rank and Pay Grades
 - b. Analysis of Workforce Diversity by Protected Characteristics including **Gender Pay Gap Statement**
3. Recruitment: Police Officers and Police Staff
 - a. Vacancies Advertised
 - b. Applications Received
 - c. Candidates Interviewed
 - d. Candidates Joined the CNC and Unsuccessful Applicants
4. Retention, Progression, Leavers and Training
 - a. Promotions
 - b. Leavers
 - C. Appraisals/ PCDs
 - d. Equality, Diversity and Inclusion (EDI) Training
5. Grievances
 - a. Discipline Related
 - b. Prejudice Related

1. Introduction, our vision and executive summary

Introduction

Our People Strategy 2020 sets out our commitment and vision to embed inclusive management practices and employee engagement processes to increase our workforce diversity.

Our Vision

We aim to create an inclusive working environment based upon equity, reasonability, respect, fairness, integrity and care for all our staff; with particular emphasis upon due regard for the needs of individuals with protected characteristics; ensuring safeguards against any potential bullying, harassment and discrimination.

Executive Summary

Human Rights and Equality Impact Assessments' (HREIAs) Summary

Revised HREIA Policy/ Procedure are generating good results as greater number of high quality HREIAs completed during the period.

Number of initial EHR screenings completed: 22
Number of full impact assessments completed: 2

Current Workforce

Overall current numbers for the period: **1557**

Current workforce	Numbers	%
Officers	1283	82.4
Staff	274	17.6
Male	1238	79.5
Female	319	20.5

Recruitment

Overall new recruits for the period: **120**

New Recruits	Numbers	%
Officers	79	65.8
Staff	41	34.2
Male	86	71.7
Female	34	28.3

Appraisals/ PCDs

- As at the 30 June 2017, a total of 791 police officers (69%) completed a PCD and a further 371 (31%) remained outstanding.
- As at the 31 May 2017, a total of 263 police staff (100%) completed a PCD return

Retention and progression

In the last 12 months, the CNC have not conducted substantive promotion boards for Sergeants and Inspectors, as we have been working through the promotions policy. Boards have been on a temporary basis and we have only substantively promoted 1 senior officer/s at the rank of Chief Inspector. **No data is available for police staff retention and progression.**

2. Workforce Composition

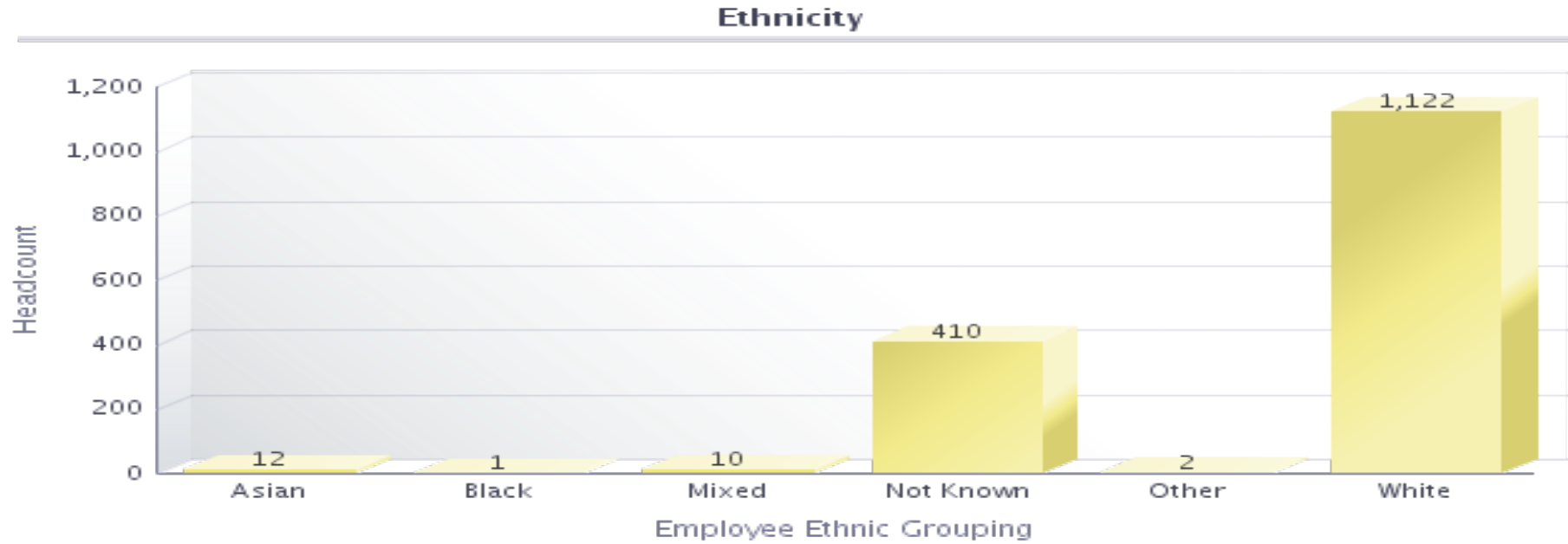
a) Staffing Levels – Police Officers by Rank

Rank	Headcount
Chief Officers	4 (1 Temporary)
Chief superintendents	3 (1 Temporary)
Superintendents	8 (2 Temporary)
Chief inspectors	18 (4 Temporary)
Inspectors	54 (11 Temporary)
Sergeants	174 (32 Temporary)
Constables	1022
Total	1283

b) Staffing Levels – Police Staff by Grade

Grade	Headcount
Executives	2
M3	9 (2 Temporary)
M2	22 (2 Temporary)
M1	42 (1 Temporary)
T2	85 (1 Temporary)
T1	61 (5 Temporary)
P2	48 (1 Temporary)
P1	5
Total	274

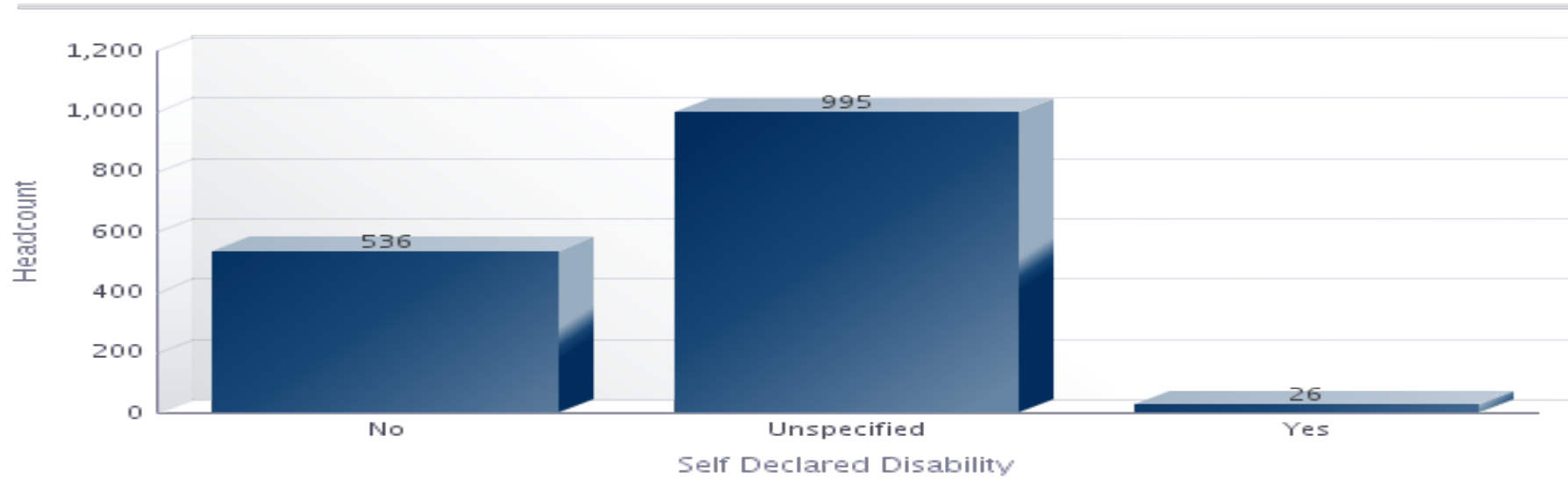
c) Staffing levels – by Protected Characteristics



Ethnic Grouping	Percentage
Asian	0.77
Black	0.06
Mixed	0.64
Not known	26.33
Other	0.13
White	72.06

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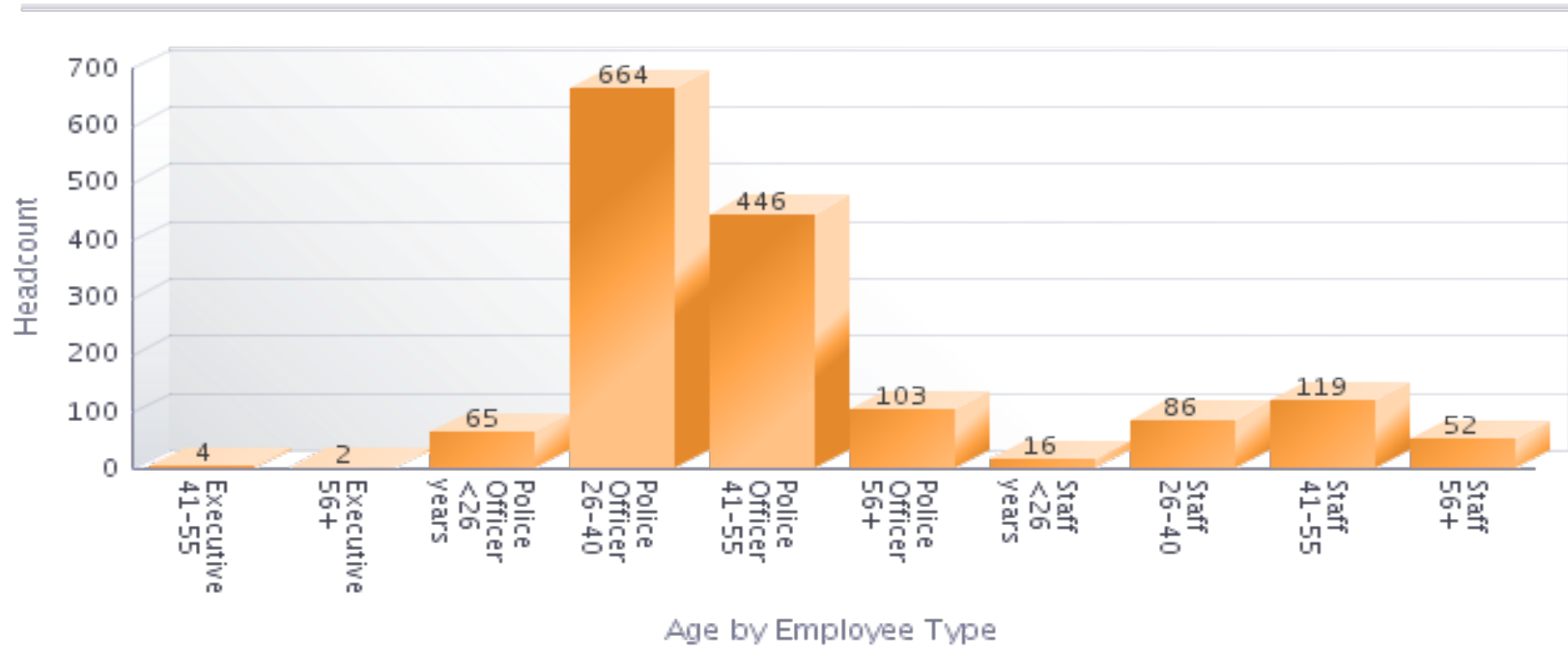
Declared Disability



Declared Disability	Percentage
None	34.43
Unspecified	63.90
Yes	1.67

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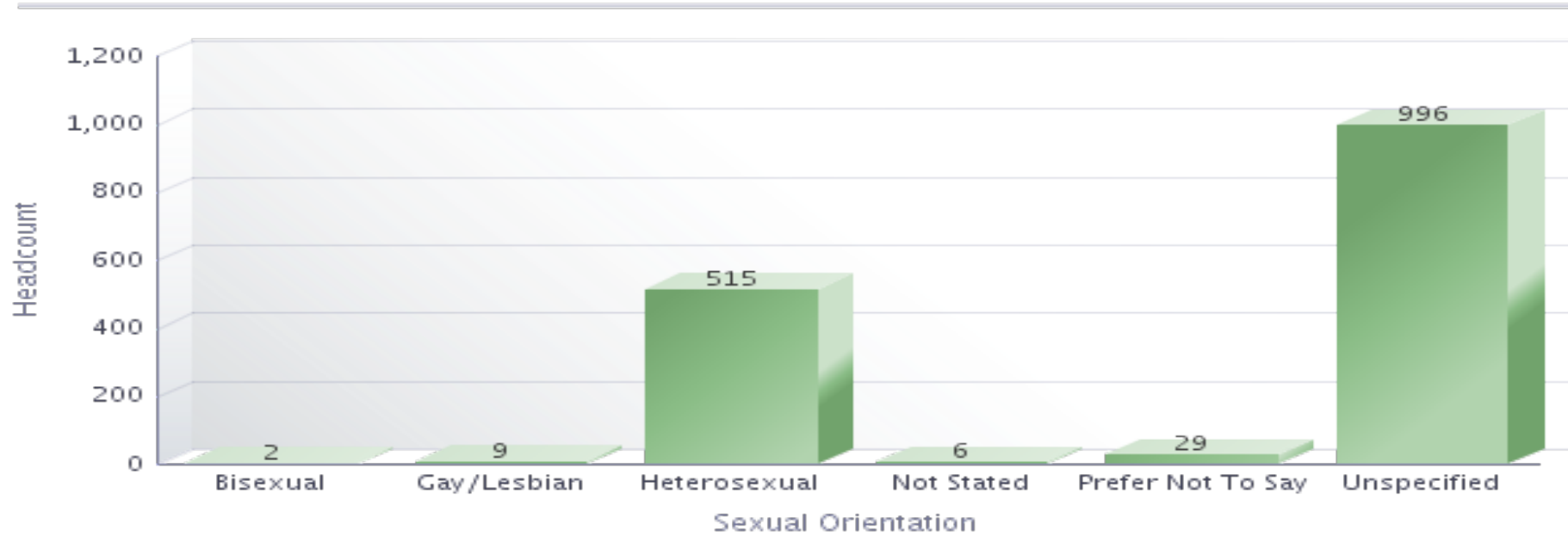
Age



Age by Employee Type	Percentage
Executive 41 - 55	0.26
Executive 56 +	0.13
Officer < 26	4.17
Officer 26 - 40	42.65
Officer 41 - 55	28.64
Officer 56 +	6.62
Staff < 26	1.03
Staff 26 - 40	5.52
Staff 41 - 55	7.64
Staff 56 +	3.34

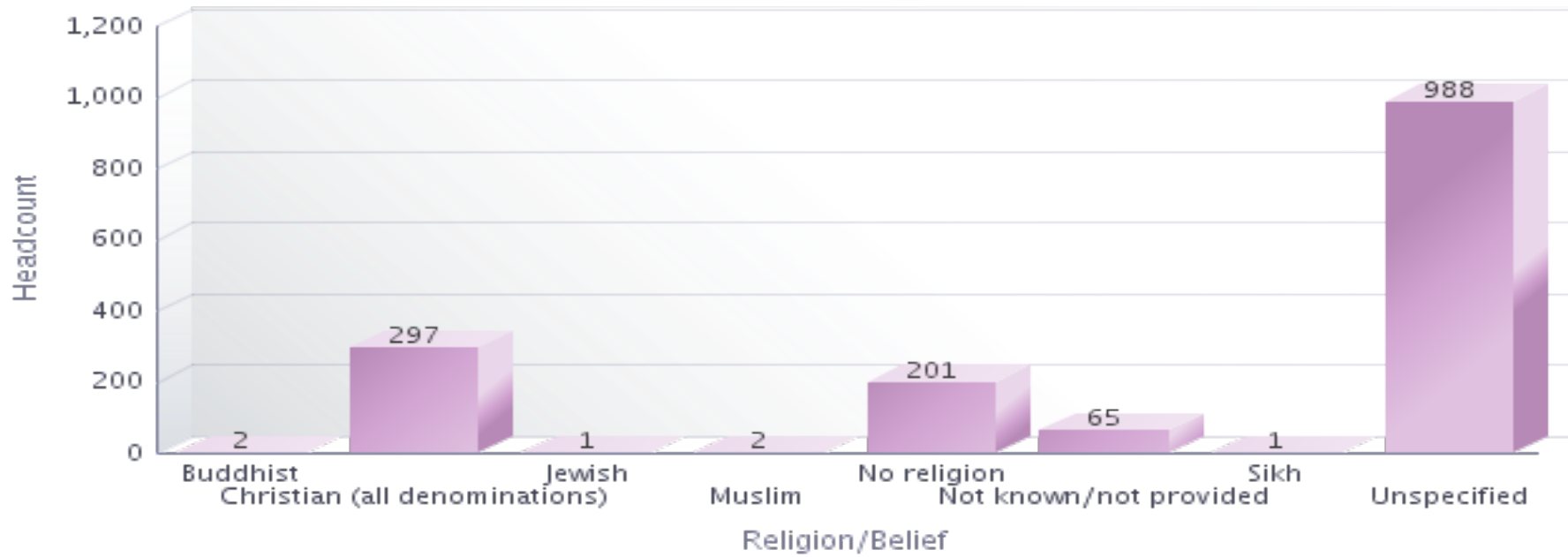
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Sexual Orientation



Sexual Orientation	Percentage
Bisexual	0.13
Gay/Lesbian	0.58
Heterosexual	33.08
Not stated	0.39
Prefer not to say	1.86
Unspecified	63.97

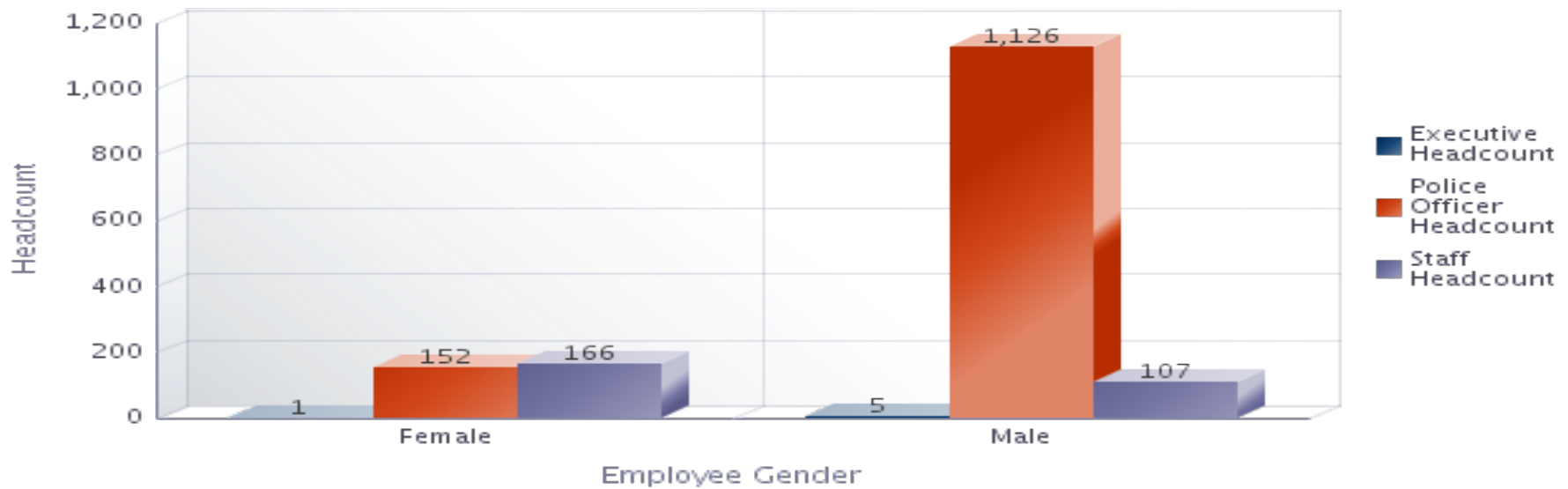
Religion & Belief



Religion/Belief	Percentage
Buddhist	0.13
Christian (all denominations)	19.08
Jewish	0.06
Muslim	0.13
No religion	12.91
Not known/provided	4.17
Sikh	0.06
Unspecified	63.46

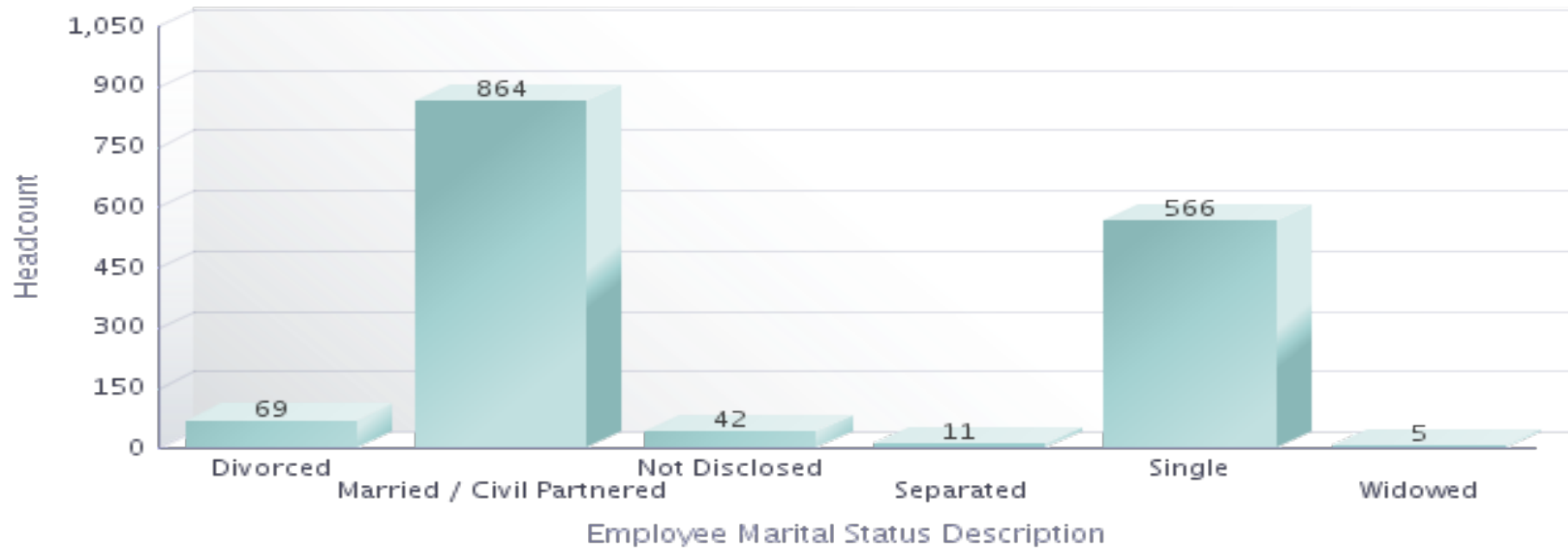
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Gender



	Female %	Male %
Executive	0.06	0.32
Officer	9.76	72.32
Staff	10.66	6.87
Total	20.5	79.5

Marital Status



Marital Status	Percentage
Divorced	4.43
Married/Civil Partnership	55.49
Not disclosed	2.7
Separated	0.71
Single	36.35
Widowed	0.32

d) Gender Pay Gap Statement

Civil Nuclear Constabulary is committed to the principles of equal pay for all of our employees. We operate a job evaluation scheme to measure the relative value of all jobs in our pay and grading structures within an overall framework that is consistent, transparent and fair. The CNC aims to eliminate any gender bias in our pay and remuneration systems and understands that equal pay between males and females is a legal right in accordance with the Equality Act 2010, Public Sector Equality Duty and European law.

From 2017 it will be mandatory to publish a gender pay gap report. This report will display the difference between the average earnings of men and women, expressed relative to men’s earnings. This report will be published on the Civil Nuclear Constabulary website.

3. Recruitment (Officers and Staff)

a) Vacancies advertised during the period – how many, where and how?

Police Officers	Police Staff
The Police Officer recruitment team have advertised for the following locations across the organisation in order to accommodate the training courses for 2016/17; securing 2912 applications: Dounreay, Hunterston, Torness, Sellafield, Harwell, Sizewell, Dungeness and Hinkley Point	82 Campaigns in total 24 Internal only 58 External – websites, agency and job boards

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b) Applications received – 2912

How many in total, broken down by Disability, Ethnicity and Sex/ Gender

Police Officers			Police staff		
Sex/ Gender	Disability	Ethnicity	Sex/ Gender	Disability	Ethnicity
Male: 2546 Female: 366	130	White British: 2655 Chinese: 6 Black African: 16 Black Caribbean: 8 Asian Pakistani: 24 Asian Bangladeshi: 11 Asian Indian: 11 Any other Asian background: 6 Any other Black background: 5 Other ethnic group: 15 Any other mixed background: 11 White and Asian: 7 Any other white background: 7 White and Black African: 2 White and Black Caribbean: 19 Irish: 17 Prefer not to specify: 33	Information not available	Information not available	Information not available

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c) Candidates interviewed – 623

How many in total, broken down by Disability, Ethnicity and Sex/ Gender

Police Officers - 418			Police staff - 205		
Sex/ Gender	Disability	Ethnicity	Sex/ Gender	Disability	Ethnicity
Male: 366 Female: 52	5	White British: 368 Chinese: 0 Irish: 2 Black African: 1 Black Caribbean: 1 Asian Pakistani: 3 Asian Bangladeshi: 2 Asian Indian: 2 Other ethnic group: 3 Any other Asian background: 0 Any other Black background: 1 Any other mixed background: 1 Any other white background: 3 White and Black African: 0 White and Black Caribbean: 0 White and Asian: 0 Prefer not to specify: 4	Male 82 Female 123	Information not available	Information not available

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d) Candidates joined the CNC – 120

How many in total broken down by Disability, Ethnicity and Sex/ Gender

Police Officers - 79			Police staff - 41		
Sex/ Gender	Disability	Ethnicity	Sex/ Gender	Disability	Ethnicity
Male: 68 Female: 11	1	White British: 63 Chinese: 0 Irish: 0 Black African: 0 Black Caribbean: 0 Asian Pakistani: 0 Asian Bangladeshi: 0 Asian Indian: 0 Other ethnic group: 0 Any other Asian background: 0 Any other Black background: 0 Any other mixed background: 0 Any other white background: 1 White and Black African: 0 White and Black Caribbean: 0 White and Asian: 0 Prefer not to specify: 16	Male 18 Female 23	2	White British: 36 Chinese: 0 Irish: 1 Black African: 0 Black Caribbean: 0 Asian Pakistani: 1 Asian Bangladeshi: 0 Asian Indian: 1 Other ethnic group: 0 Any other Asian background: 1 Any other Black background: 0 Any other mixed background: 0 Any other white background: 0 White and Black African: 0 White and Black Caribbean: 0 White and Asian: 0 Prefer not to specify: 1

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e) Unsuccessful Applicants – 626

How many in total and how many with Protected Characteristics including brief details of specific support initiatives for applicants with protected characteristics.

Police Officers - 511			Police Staff - 115		
Sex/ Gender	Disability	Ethnicity	Sex/ Gender	Disability	Ethnicity
Male: 451 Female: 60	15	White British: 312 Chinese: 0 Black African: 4 Black Caribbean: 1 Asian Pakistani: 3 Asian Bangladeshi: 2 Asian Indian: 1 Any other Asian background: 1 Any other Black background: 3 Other ethnic group: 3 Any other mixed background: 2 White and Asian: 2 Any other white background: 4 White and Black African: 0 White and Black Caribbean: 1 Irish: 3 Prefer not to specify: 4	Male 45 Female 70	Information not available	Information not available

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4. Retention, Progression, Leavers and Training (Officers and Staff)

a) Promotions

In the last 12 months, the CNC have not conducted substantive promotion boards for Sergeants and Inspectors as we have been working through the promotions policy. Boards have been on a temporary basis and we have only substantively promoted 1 senior officer/s at the rank of Chief Inspector. **No data available for police staff retention and progression.**

b) Leavers -153

Police Officers - 115			Police staff - 38		
Sex/ Gender	Disability	Ethnicity	Sex/ Gender	Disability	Ethnicity
Male: 104 Female: 11	2	White British: 30 Chinese: 0 Irish: 0 Black African: 0 Black Caribbean: 0 Asian Pakistani: 1 Asian Bangladeshi: 0 Asian Indian: 0 Any other Asian background: 1 Any other Black background: 0 Other ethnic group: 0 Any other mixed background: 0 White and Asian: 0 Any other white background: 27 White and Black African: 0 White and Black Caribbean: 0 Prefer not to specify: 56	Male: 15 Female: 23	0	White British: 15 Chinese: 0 Irish: 0 Black African: 0 Black Caribbean: Asian Pakistani: 1 Asian Bangladeshi: 0 Asian Indian: 0 Any other Asian background: 0 Any other Black background: 0 Other ethnic group: 0 Any other mixed background: 0 White and Asian: 0 Any other white background: 2 White and Black African: 0 White and Black Caribbean: 1 Prefer not to specify: 19

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c) Number of appraisals/PCDs completed by ratings and by Protected Characteristics

Police Officers Data correct as at 30 June 2017			Police staff Data correct as at 31 May 2017		
Sex/ Gender	Disability	Ethnicity	Sex/ Gender	Disability	Ethnicity
Male 710 PCDs completed of which: Rating 1 71 10% Rating 2 636 89.4% Rating 3 3 1% Completed 710 69% Outstanding 321 31% Total 1031 100%	There are 17 police officers who have declared a disability of which: Rating 1 0 0% Rating 2 10 59% Rating 3 1 6% Outstanding 6 35%	There are 15 police officers from an ethnic grouping of which: Rating 1 0 0% Rating 2 8 53% Rating 3 0 0% Outstanding 7 47%	Male Rating 1 7 7% Rating 2 98 93% Rating 3 0 0% Total 105 100% Female Rating 1 9 6% Rating 2 147 93% Rating 3 2 1% Total 158 100%	There are 11 police staff who have declared a disability of which: Rating 1 1 9% Rating 2 10 91% Rating 3 0 0%	There are 8 police staff from an ethnic grouping of which: Rating 1 0 0% Rating 2 8 100% Rating 3 0 0%

d) Equality, Diversity and Inclusion (EDI) Training

The following EDI training courses completed by **85** newly recruited and **14** experienced colleagues for the period as given below:

EDI Courses	Police Officers	Police Staff
Initial Foundation Course (IFC)	85	N/A
How to Support and Promote Equality and Diversity	9	5
Conflict Resolution	9	5

6. Grievances

a) Overall Summary (Formal)

Total number of grievances for the period: 21			
Sex/ Gender		Disability	Ethnicity
Num.	%		
Male: 16	76	Information not available	information not available
Female: 5	24		

b) Discipline Related Grievances (Formal)

Nature of grievance	Number	%
	18	100
Work relations	6	33
Other	4	22
Terms and conditions	2	11
Health and Safety	2	11
Not specified	2	11
Promotions and development	1	6
Organisational change	1	6

c) Prejudice Related Grievances

(PRGs – Formal – all resolved amicably)

Total number of PRGs for the period: 3		
Nature of Grievance	Number	%
	3	100
Bullying and Harassment	2	66.6
Discrimination	1	33.4

d) Prejudice Related Incidents

(PRIs; Informal- all resolved amicably before going to formal stage)

Groups with Protected Characteristics	Number	%
	4	100
LGBTQ+	1	25
Age	1	25
Gender	1	25
Maternity/ Paternity	0	
Marriage/ Civil Partnership	0	
BAME	1	25
Religion/Faith (Inc. lack of faith)	0	
Disability	0	
Gender Re-assignment	0	