



# CIVIL NUCLEAR CONSTABULARY

## Email

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### 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 ██████████

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.

- 1) Does your force have an active Black Police Association or similar for black, Asian and ethnic minority (BAME) members of your workforce?
- 2) What is it called?
- 3) How many officers, support staff and PCSOs do you have?
- 4) How many of those are BAME workforce (officers, support staff and PCSOs)?
- 5) How many current Attendance Management cases do you have? (Force compared to BAME)?
- 6) How many current Complaints do you have? (Force compared to BAME)?
- 7) How many current Disciplinary cases do you have where regulation 21 notices have been served to attend a misconduct meeting/hearing? (Force compared to BAME)?
- 8) How many current Employment Tribunals do you have, regardless of type of complaint? (Force compared to BAME)?
- 9) How many current Grievances do you have, regardless of type of complaint? (Force compared to BAME)?
- 10) How many current Incapability/capability cases do you have? (Force compared to BAME)?
- 11) How many current Regulation procedures (Misconduct and Gross Misconduct) do you have? (Force compared to BAME)?
- 12) How many current Unsatisfactory Performance Procedures Tribunals do you have, or equivalent? (Force compared to BAME)?
- 13) Black and Asian people are known to be at higher risk from COVID-19. What plans did you implement for risk assessing your BAME workforce against the infection during 2020?
- 14) What grade, pay scale or band is your most senior BAME police staff? What is their gender? A reply via email will be fine.

1 Yes it is part of 12 Equality Support Groups (ESGs) established to help people with protected characteristics.

- 2 BAME Network
- 3 Police officer – 1338  
Police staff - 310
- 4 Police officer – 24 male, 4 female  
Police staff – 5 male, 10 female
- 5 12 Force 0 BAME
- 6 One live complaint – no BAME aspect
- 7 No live Reg 21 cases
- 8 1 claim currently open
- 9 3 Force 0 BAME
- 10 Force 72 (including on monitoring period) 0 BAME
- 11 1 Force 0 BAME
- 12 0
- 13 The CNC has in place a specific Covid-19 vulnerable personas risk assessment. This risk assessment covers all individuals within the CNC who have been identified that they may be a greater risk from the virus than the majority of the workforce. This risk assessment includes individuals from a BAME background.
- 14 Grade M3, Male, on a salary of £130,000 FTE

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