



CIVIL NUCLEAR CONSTABULARY

Email

[REDACTED]

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. 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.

Can you outline to me the process for promotion from constable to sergeant and from sergeant to inspector. (I gather it is not in line with the National system?)

Can you also provide information for the past 5 years, broken down annually of:

- 1. the number of applicants for promotion to sergeant. How many were from other forces?**
- 2. the number of officers promoted to sergeant. How many were from other forces?**
- 3. the number of applicants for promotion to inspector. How many were from other forces?**
- 4. the number promoted to inspector. How many were from other force**
- 5. Can you also provide me with a breakdown of the current police officer workforce strength, showing male/female and ranks.**

The promotion model used in the CNC for Constable (PC) to Sergeant (PS) is the PC to PS Pathway to Promotion Process.

The promotion model used in the CNC for Inspector ranks is as follows, however it should be noted that the Pathway to Promotion model might be introduced during the coming months for other ranks.

Step One – Application Process

Candidates will be required to complete an Application Form for the rank or specific role they are applying for.

Step two – Paper sift

The paper sift will be conducted independently by each member of the interview panel in assessing a Candidate's potential to perform at the rank for which they are applying, against the relevant role profile

Step Three Two-part Interview Board

There are two elements to the interview process (part one – operational law/procedure and part two – competency/behavioural), however these elements will be combined in one interview. Candidates will need to pass both elements to be successful.

Part one – Operational Testing

Carried out will be against areas drawn from the Operational Handbook, and corporate policy/procedure. Appropriate questions will be selected which are relevant to the rank being applied for.

Part two – Competency/Behavioural

Candidates will be assessed against the competencies/behaviours taken from the Competency and Values Framework relevant to the rank.

Following the interview there will be two possible outcomes:

Successful – a predetermined pass mark will be set prior to the interviews/assessments taking place. The pass mark must be met in order for Candidates to enter the ‘pool’.

Not successful – Candidates will be provided with feedback and a locally devised Development Plan put in place

	2019	2018	2017	2016	2015
PC to PS Applicants	68	32	78	Data can't be found	77
PC to PS Successful at Board	31	19	18	11	10
PS to Insp Applicants	No boards run	No boards run	39	No boards run	47
PS to Insp Successful at Board	N/A	N/A	11	N/A	8

**No applicants from other forces

	Female	Male	
Constable	140	907	
Sergeant	14	158	
Inspector	8	53	
Chf.Insp.	2	15	
Supt.	2	6	
Chf.Supt.	0	3	
Chief Officers	1	2	
Total	167	1144	1311

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

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

Yours sincerely
Kristina Keefe
Disclosures Officer