



CIVIL NUCLEAR CONSTABULARY

Email

[REDACTED]

The Executive Office

Civil Nuclear Constabulary

Building F6 Culham Science Centre

Abingdon

Oxon

OX14 3DB

Tel: 03303 135400

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.

Would it please be possible to supply the following information...

- 1. Do you record officer and staff suicides in your force?**
- 2. If you do, please could you provide numbers of suicides for the past 5 years (please distinguish between officers/staff and gender)**
- 3. If you do not record suicides, is there a rationale as to why?**
- 4. Do you track and record suicides by officers and staff who are no longer serving in your force?**
- 5. If you do, please could you provide numbers of suicides for the past 5 years (please distinguish between officers/staff and gender)**
- 6. If you do not record these suicides, is there a rationale as to why?**
- 7. What suicide prevention or awareness training has been provided in each of the past 5 years? Please provide details of cost, supplier, content, delivery (virtual/in person) and number of officers and staff who attended.**
- 8. How were these training initiatives assessed for effectiveness and/or impact?**
- 9. Who is responsible for the wellbeing of officers and staff in your force?**
- 10. How is their performance assessed? What metrics are used?**
- 11. Please could you provide a copy of their most recent performance review?**

- 12. What was the allocated wellbeing budget at the start of each of the last 5 financial years up to and including 2020/21?**
- 13. What is your allocated wellbeing budget for 2021/22?**
- 14. Is your annual wellbeing budget ringfenced?**
- 15. What percentage of your total budget is allocated to the wellbeing of officers and staff?**
- 16. How many dedicated wellbeing roles are there in your force?**
- 17. Please provide numbers of officers and staff sickness for the past 5 years due to their physical health e.g pulled muscle.**
- 18. Please provide numbers of officers and staff sickness for the past 5 years due to their mental health e.g depression.**
- 19. Do you receive funding from charities for wellbeing interventions/activities?**
- 20. If so, what wellbeing interventions have been provided wholly or in part by charities over the past 5 years?**
- 21. How do you assess the effectiveness of wellbeing training/interventions?**

1 Cause of death is not routinely recorded.

2 N/A

3 We do not record the cause of death for employees.

4 No

5 N/A

6 We do not record the cause of death for ex-employees

7 We haven't provided specific training on suicide prevention, however, it is included in the 3 year mental health plan. We have over 100 mental health first aiders who have suicide awareness as part of their training. It is also included in the mental health awareness courses for managers and employees. There is also information on the CNC intranet as well as the resources from the EAP.

8 Training evaluation forms are used following all in-house training events to evaluate learning objectives and these will be reviewed to identify any gaps.

9 All members of CNC have a responsibility for the wellbeing of themselves and others and to highlight any concerns noted. The Chief Constable is the Executive Champion for wellbeing.

10 KPI analysis and audit is routinely carried out on members of the OH&W department. The progress of the Healthy, Fit and Safe Plans is monitored at the Healthy Workplace Group which reports into the Police Authority Board People Committee.

11 NA

12 Unable to provide this data

13 The total budget for Occupational Health budget including Wellbeing is £1,758,000 for the current financial year.

14 We have an overall Occupational Health and Wellbeing budget which encompasses all aspects of OH&W.

15 This is contained in the CNC annual report – approximately 1.5%.

16 There are 23 members of staff in the OHWB department, 22 TRiM officers and over 100 Mental Health First Aiders plus about 60 fitness instructors.

17 Physical Health Officer:

- 2016-2017: 840

- 2017-2018: 741
- 2018-2019: 709
- 2019-2020: 735
- 2020-2021: 460

Staff:

- 2016-2017: 201
- 2017-2018: 216
- 2018-2019: 207
- 2019-2020: 199
- 2020-2021: 128

18 Mental health: Officer:

- 2016-2017: 46
- 2017-2018: 40
- 2018-2019: 37
- 2019-2020: 50
- 2020-2021: 42

Staff:

- 2016-2017: 17
- 2017-2018: 10
- 2018-2019: 15
- 2019-2020: 25
- 2020-2021: 14

Assumptions:

- Count of individuals who have had an absence over the financial years
- 2020-2021 = financial year up to the 13/01/21
- Sickness codes changed in for start of financial year 2019-2020
- Physical health also includes cold/flu and other infections
- Mental health defined including:
 - Anxiety/Depression/Other Psychiatric
 - Stress & Stress (work related)

19 No

20 N/A

21 N/A

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