



# CIVIL NUCLEAR CONSTABULARY

## Email

[REDACTED]  
[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>

10<sup>th</sup> August 2021

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.

**I am emailing to inquire about the questions listed below:**

- 1. What is the total establishment of police officers in your force?**
- 2. What percentage of your police officers are men?**
- 3. What percentage of your police officers are women?**
- 4. What percentage of your police officers are White men?**
- 5. What percentage of your police officers are White women?**
- 6. What percentage of your police officers are Black men?**
- 7. What percentage of your police officers are Asian men?**
- 8. What percentage of your police officers are Asian women?**
- 9. What percentage of your police officers are Mixed men?**
- 10. What percentage of your police officers are Mixed women?**
- 11. What percentage of your police officers are another ethnic group (including Chinese) and men?**
- 12. What percentage of your police officers are another ethnic group (including Chinese) and women?**
- 13. How many police officers are the force intending to recruit in the next 3 years (2021,22,23)?**

**14. Please provide any evidence of positive action initiatives that your force may currently have in place.**

**15. Has your force made any commitment to recruiting certain numbers from ethnic minority communities?**

1. 1306

2. 87%

3. 13%

4 - 8.

0.1% Asian - Any other Asian background

0.1% Asian - Chinese

0.2% Asian - Indian

0.2% Black - African

0.1% Black - Caribbean

0.1% Chinese / Other Ethnic Group

0.4% Mixed - Any other Mixed/multiple ethnic background

0.2% Mixed - White and Asian

0.1% Mixed - White and Black African

0.3% Mixed - White and Black Caribbean

19.8% Not known/not provided

0.1% Not stated

0.2% Other - Any other ethnic group

0.3% Prefer Not to Say

8.5% White - Any other White background

68.4% White - English / Welsh / Scottish / Northern Irish / British

0.3% White - Irish

1.0% Blank

9 – 12.

0.6% Asian - Chinese

0.6% Mixed - Any other Mixed/multiple ethnic background

0.6% Mixed - Any other Mixed/multiple ethnic background

10.7% Not known/not provided

1.2% Blank

13.1% White - Any other White background

73.2% White - English / Welsh / Scottish / Northern Irish / British

13. 576

14. CNC allows its employees to nominate alternative dates for public holidays (subject to meeting the deadline for the nomination period). This provides officers who want to celebrate a religious festival related to their own faith, for example Eid or Diwali, the opportunity to do so in place of Easter for example.

15. CNC welcomes applications from ethnic minority communities, however we do not set a target number to recruit per course/year.

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