



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>

24th May 2022

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 would like to request the following information under the Freedom of Information act. I am looking to find out information about cases of racial, sexual and homophobic discrimination which have been brought against the force by officers, staff, PSCO's and all other police force members.

I would like the following information:

- 1. In how many racial, sexual, homophobic discrimination cases which have gone to employment tribunal have the claimants (officers, staff, PSCO's etc) had their claim upheld?**
- 2. When the claimant has had their claim of racial, sexual, homophobic discrimination upheld by the tribunal, how much, in each instance, has the force had to pay in damages, compensation and legal costs? If you could provide an overall total for the amount of money, as well as breaking it down for each case.**
- 3. How many racial, sexual, homophobic discrimination cases have been settled in an out of court settlement?**

4. In the cases where a settlement has been reached, how much was the settlement? If you could provide figures for each individual settlement as well as an overall total for all the settlements which have occurred?

I would like to request these figures for the time period 2017-2021 inclusive. If you could provide any information about cases which have occurred during 2022, that would also be really useful, but please clearly date each case for clarity. In each instance, please clearly signal whether the case is for racial, sexual or homophobic discrimination or if the case involves more than one of the forms of discrimination (e.g. racial and sexual discrimination).

1. 1
2. The claim is still live and no damages or compensation have been paid at present.
3. 0
4. 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 1600 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