

Civil Nuclear Police Authority Board Meeting			
Meeting Date	23 May 2024	Venue	
Start Time	13.15 hrs	End Time	16.30 hrs
Reference No.	CNPA20240523		
MEMBERS:			
Susan Johnson	CNPA Chair		
Alyson Armett	Industry Representative Member		
Andrew Harvey	Independent Member		
Chris Pilgrim	Independent Member		
Sir Craig Mackey	Independent Member		
David Tomblin	Industry Representative Member, EDF		
Sue Scane	Independent Member		
In ATTENDANCE:			
Stephen Martin	Deputy Chief Constable		
Richard Cawdron	Director, Governance and Enabling Services		
Karen Sanders	Interim Director of People		
Kerry Smith	Assistant Chief Constable		
	Temporary Assistant Chief Constable		
	Board & Committee Secretary		
	Ch/Supt - Head of Strategic Development		
	Head of Business Development, Sustainability and Estates		
	Temporary Head of Governance & Assurance		
	Chief Finance Officer		
	Board and Committee Manager		
OBSERVERS:			
	Department for Energy Security & Net Zero		
	Head of CNC Sponsorship, Department for Energy Security & Net Zero		
APOLOGIES			
Simon Chesterman - Chief Constable			
- Senior Staff Officer to Chief Constable Simon Chesterman			
Pamela Duerden - Industry Representative Member, NDA			
Mark Rouse - Industry Representative Member, Dounreay			
1.	Welcome and Chair's Update (Susan Johnson)		
	1.1 <ul style="list-style-type: none">Alyson Armett (AA) was welcomed to her first CNPA Board meeting as an official Board Member.Pam Duerden's (PD) reappointment was confirmed.		

	<p>[REDACTED]</p> <ul style="list-style-type: none"> Chair appreciated the work being undertaken and asked for updates as they developed.
Action 01	DESNZ to provide an update to Susan Johnson on pensions and [REDACTED]
3.	Approval of minutes of the meeting held on 27 March 2024 (Susan Johnson) Report Ref: PAB(24)R40
Decision 01	The draft minutes of the CNPA meeting held on 27 March 2024 were APPROVED.
4.	Review of the CNPA Rolling Action Log (Susan Johnson) Report Ref: PAB(24)R41
Decision 02	Board Members NOTED the CNPA Rolling Action Log updates.
5.	Chief Constable's Report -DCC Stephen Martin (DCC SM) Report Ref: PAB(24)R242 DCC SM provided an update on the headlines of routine and new business since 27 March 2024 and provided some additional updates since the submission of the report. Members made comments, or sought and received assurance on the following:
	<ul style="list-style-type: none"> [REDACTED] [REDACTED]
Action 02	Board and Committee secretary to include the unsociable working hours proposal for approval on the Forward Look for September's Board meeting.
Decision 03	Members NOTED the Chief Constable/Chief Executive's Report.
6.	ITEMS FOR DECISION/ENDORSEMENT
6.1	<p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <ul style="list-style-type: none"> [REDACTED] [REDACTED]

	<ul style="list-style-type: none"> • [REDACTED] [REDACTED] [REDACTED] ■ [REDACTED] [REDACTED] ■ [REDACTED] [REDACTED] ■ [REDACTED] [REDACTED]
Decision 04	[REDACTED] [REDACTED] [REDACTED]
6.2	<p>Training Strategy and delivery plan – DCC Stephen Martin / [REDACTED] [REDACTED] Report Ref: PAB(24)R44</p> <p>The Training Strategy 2024-27 and Delivery Plan were presented to the Members for noting and feedback.</p> <p>Members commented, and sought and received assurance on the following:</p> <ul style="list-style-type: none"> • [REDACTED] recognised and thanked [REDACTED] for producing the strategy and the delivery plan. [REDACTED] noted that it was good to see the feedback from People Committee had been incorporated and was looking forward to it being implemented. • The Chair queried when it was likely that the organisation would get to a self-managed approach where staff managed their own learning and development. [REDACTED] advised that the Training Department were looking to use an e-learning system for all staff in the long term, as it was already in use for apprenticeships. The rollout for all staff having a personalised record was approximately 12 months away. • The Chair highlighted that the Annual Report and Accounts (ARA) documents when Authority Members are required to do training and requested [REDACTED] to include the Members training within the scheduling of the training plan. [REDACTED] advised that the cyber training was near completion, and would be followed by Health & Safety, t fraud, bribery & corruption training.
Action 03	[REDACTED] to ensure Members are included for mandatory online training packages.
Decision 05	Members NOTED and ENDORSED the Training Strategy 2024- 27 and Delivery Plan.
6.3	<p>Staff Survey Outcomes and next steps – Karen Sanders Report Ref: PAB(24)R45</p> <p>Members were provided with an update on actions and planned next steps from the Employee Engagement Survey. A lengthy discussion between Members and the Executive took place.</p> <p>Members sought assurance that actions on the following would be included:</p> <ul style="list-style-type: none"> • Low participation rate and the potential reasons for this, including the methodology and messaging. • The importance of line managers taking ownership of the improvement actions. • Consideration of the consequences of stepping back from Investors in People (IiP).

	<ul style="list-style-type: none"> • Potential use of short Pulse type surveys to help build credibility that were also better suited for front line officers to complete. • Consideration of the practical challenges of completing the surveys especially for officers not routinely accessing the network • Consider the outputs of exit interviews and how the feedback was triangulated with other key information. • Executive agreed they have collective responsibility for culture and are addressing it through a number of workstreams and will utilise existing systems to get messages across. Cultural expectations are set out at line management training sessions. The [REDACTED] assured members that the Executive team would collectively reflect on the feedback from Members at this meeting, in particular : <ul style="list-style-type: none"> ➢ Survey should be fit for purpose, length, question type etc ➢ Defining what will be different next time ➢ Think about what the follow up will be, what difference will be seen as a result of the survey ➢ Executive Team leadership on culture
Action 04	Executive to outline the next stages, in relation to addressing surveys styles and reward and recognition processes to the July People Committee. [REDACTED] to rehearse with [REDACTED] about how to bring this back to the People Committee to help give better assurance to the next Authority meeting.
Decision 06	Members NOTED the update on actions and next steps from the Employee Engagement Survey.
6.4	<p>Scheme of Delegation & Finance Manual – [REDACTED] Report Ref: PAB(24)R47</p> <p>Approval sought for the Finance Manual and the Scheme of Delegation</p> <p>No comments raised by Members.</p>
Decision 07	Members APPROVED the Finance Manual and the Scheme of Delegation
6.5	<p>Police (Conduct) (Amendment) Regulations 2024 – Richard Cawdron Report Ref: PAB(24)R47a</p> <p>Approval sought for the adoption of the Police (Conduct) (Amendment) Regulations 2024 in full.</p> <p>[REDACTED]</p> <p>■ [REDACTED]</p> <p>■ [REDACTED]</p> <p>[REDACTED]</p> <p>■ [REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p>

	<ul style="list-style-type: none"> [REDACTED]
Decision 08	Members APPROVED the request to adopt the Police (Conduct) (Amendment) Regulations 2024 in full.
7.	ITEMS FOR DISCUSSION
7.1	<p>[REDACTED] [REDACTED]</p> <p>[REDACTED] [REDACTED] [REDACTED]</p> <p>[REDACTED]</p>
Action 05	[REDACTED] [REDACTED] [REDACTED]
Decision 09	[REDACTED] [REDACTED]
7.2	<p>Taking Forward the Angiolini Inquiry Outcomes - DCC Stephen Martin & ACC Kerry Smith Report Ref: PAB(24)R49</p> <p>Approval sought on the next steps relating to the Angiolini Inquiry Part 1 recommendations and the ongoing cultural work.</p> <p>Members sought and received assurance on the following:</p> <ul style="list-style-type: none"> [REDACTED] sought assurance that the work that ACC KS was undertaking would bring all the different strands of culture together in a more focused way. ACC KS gave assurances this would be her intention and ensuring that the areas from the integrated cultural action plan (ICAP) were better joined up. [REDACTED] stated after the analysis of the ICAP had been completed the next stage would involve confirming ownership of actions and staff working more cohesively as there is a lot of overlap in work streams. DCC commented that CNC strategies as well as department functional plans demonstrated tangible outcomes, and the next stage would involve making the ICAP more accessible and tangible. ACC KS had put together a working group of staff and officers that are respected amongst their peers to help communicate and translate the work being delivered to improve staff buy-in. consideration of publishing the recommendations internally and externally to reassure staff and stakeholders of the work being carried out. The Chair requested that the Executive look at the recommendations which stated, 'waiting for national approach' and consider options that could be done in the interim.
Action 06	Executive to look at the recommendations which stated, 'waiting for national approach' and consider options that could be done in the interim and when or where publishing of progress would be appropriate
Decision 10	Members APPROVED the next steps relating to the Angiolini Inquiry Part 1 recommendations and the ongoing cultural work.

7.3	<p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p>
Decision 11	<p>[REDACTED]</p> <p>[REDACTED]</p>
8.	STANDING ITEMS
8.1	<p>Service Change Update Report [REDACTED]) Report Ref: PAB(24)R50</p> <p>The Service Change Update reported progress in relation to Service Change activities.</p> <p>[REDACTED]</p> <ul style="list-style-type: none"> ■ [REDACTED] [REDACTED] [REDACTED] ■ [REDACTED] [REDACTED] [REDACTED] ■ [REDACTED] [REDACTED] [REDACTED] ■ [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
8.2	<p>Operations Report [REDACTED] Report Ref: PAB(24)R51</p> <p>[REDACTED] provided Members with the latest update on CNC operations. The Chair commented that it was a positive read.</p>
Decision 13	Members NOTED the content of the Operations report
8.3	<p>People Directorate Report (Karen Sanders) Report Ref: PAB(24)R52</p> <p>Karen Sanders provided an update on the work of the People Directorate. No comments raised by Members</p>
Decision 14	Members NOTED the contents of the People Directorate Report
8.4	<p>Assets Update – Richard Cawdron Report Ref: PAB(24)53</p> <p>An Assets update was provided on the following initiatives:</p> <ul style="list-style-type: none"> • CNC Estates strategy • CNC Decarbonisation roadmap and deliverables

	<ul style="list-style-type: none"> • CNC Fleet strategy • [REDACTED] • CNC Southern Firearms training facilities. <p>No comments raised by Members</p>
Decision 15	Members NOTED the work being planned and undertaken in respect of the Asset Update.
8.5	<p>Cyber update/SIRO (inc Supply chain mapping - Richard Cawdron Report Ref: PAB(24)54</p> <p>An update was provided on CNC Cyber Strategy and related workstreams.</p> <p>Members sought and received assurance on the following:</p> <ul style="list-style-type: none"> • [REDACTED]
Action 08	[REDACTED]
Decision 16	Members NOTED the updates on CNC Cyber Strategy and related workstreams
8.6	<p>Corporate Performance Report - DCC Stephen Martin Report Ref: PAB(24)55</p> <p>Members were updated on the progress, corporate performance, and risk information across the strategic goals, the Annual Business Plan (ABP) and the Portfolio projects, up to the end of Q4 for 2023/24.</p> <p>Members sought and received assurance on the following:</p> <ul style="list-style-type: none"> • [REDACTED]
Action 09	[REDACTED]
Decision 17	<p>Members NOTED</p> <ol style="list-style-type: none"> a. the corporate performance measures recorded at Appendix A for each of the 3 goals and the corresponding risks and projects. b. progress of the delivery of the ABP for 2023/24
9.	ITEMS FOR READING
9.1	<p>9.1.1 ARFC - Chair's Report of the ARFC Meeting on 25 April 2024 – [REDACTED] [REDACTED] Report Ref: PAB(24)56</p> <p>9.1.2 ARFC 25 April 2024 draft minutes Report Ref: PAB(24)57</p> <p>[REDACTED]</p>
Decision 18	Members NOTED the items.
9.2	<p>9.2.1 People Committee – Chair's Report of the People Committee on 11 April 2024 – [REDACTED] Report Ref: PAB(24)58</p> <p>9.2.2 People Committee 11 April 2024 draft minutes Report Ref: PAB(24)57</p>
Decision 19	Members NOTED the items.
9.3	Board Forward Plan – Susan Johnson

	<p>Report Ref: PAB(24)R60</p> <ul style="list-style-type: none">• The up-to-date Forward Plan would be located on Egress. It would provide an overview of agenda items for future meetings.• [REDACTED].
Action 10	[REDACTED].
10.	ANY OTHER BUSINESS
10.1	<p>July 2024 CNPA Board Meeting arrangements (Chair)</p> <p>Verbal</p> <p>The next meeting will be held on 31 July at [REDACTED]. Invites will be extended to representative bodies.</p>
Distribution of Minutes: CNPA Members, CNC Executive	