

Civil Nuclear Police Authority Board Meeting			
Meeting Date	27 March 2024	Venue	
Start Time	10.00 hrs	End Time	13.45 hrs
Reference No.	CNPA20240327		
MEMBERS:			
Susan Johnson	CNPA Chair		
Andrew Harvey	Independent Member		
Pamela Duerden	Industry Representative Member, NDA		
David Tomblin	Industry Representative Member, EDF		
Sue Scane	Independent Member		
In ATTENDANCE:			
Simon Chesterman	Chief Constable		
Stephen Martin	Deputy Chief Constable		
Richard Cawdron	Director, Governance and Enabling Services		
Karen Sanders	Interim Director of People		
	Interim Assistant Chief Constable		
	Board & Committee Secretary		
	Ch/Supt - Head of Strategic Development		
	Senior Staff Officer to Chief Constable Simon Chesterman		
	Temporary Head of Governance & Assurance		
	Chief Finance Officer		
	Board and Committee Manager		
	Chief Commercial Officer		
OBSERVERS:			
Simon Jessop	Department for Energy Security & Net Zero		
	Incoming Assistant Chief Constable		
Alyson Armett	Sellafield proposed Board representative		
APOLOGIES			
Sir Craig Mackey - Independent Member			
Mark Rouse - Industry Representative Member, Dounreay			
Chris Pilgrim - Independent Member			
Head of CNC Sponsorship, Department for Energy Security & Net Zero			
1.	Welcome and Chair's Update (Susan Johnson)		
	1.1 The Chair welcomed all attendees and specifically introduced to her first CNPA Board meeting.		
	1.2 Apologies Apologies were recorded above.		

Action 01	<p>a. [REDACTED]</p> <p>b. Progress of those discussions to form part of the next Quarterly Sponsorship meeting.</p>
3.	<p>Approval of minutes of the meeting held on 31 January 2024 (Susan Johnson) Report Ref: PAB(24)R19</p>
Decision 01	<p>The draft minutes of the CNPA Board meeting held on 31 January 2024 were APPROVED.</p>
4.	<p>Review of the CNPA Rolling Action Log (Susan Johnson) Report Ref: PAB(24)R20</p>
Decision 02	<p>Board Members NOTED the CNPA Rolling Action Log updates.</p>
5.	<p>Chief Constable/Chief Executive's Report - CC Simon Chesterman (CC SC) Report Ref: PAB(24)R21</p> <p>Chief Constable provided an update on the headlines of routine and new business since 31 January 2024 and provided some additional updates since the submission of the report.</p> <ul style="list-style-type: none"> • CC SC expressed his gratitude to [REDACTED] and the Communications Team for their support and guidance during the publication of the Angiolini Inquiry Part 1 Report. • The recommendations from the inquiry have been agreed by the Home Secretary and are to be regarded as national recommendations for the College of Policing, Home Office and the Chief Constables' Council's national leads. There would be a coordinated response through a national gold and silver group. There were a number of recommendations that were not directly applicable to CNC as they relate to investigative skills in response to serious sexually offending and non-contact sexual offending. CNC will be working with its training department to review current content associated with responding to sexual offending. • Recommendations: 5 related to sexual offending, 8 involving recruitment and vetting (4 partially in place already) 3 associated with culture. CC SC considered CNC to be in a positive position with the recommendations, having already implemented several through previous work. We will contribute and respond to national lead direction. <p>The Board made comments, or sought and received assurance on the following:</p> <ul style="list-style-type: none"> • Clarification that CNC would assume responsibility for decision making not carrying out the vetting process itself. This move could help improve transparency over vetting decisions. • [REDACTED] ■ [REDACTED] ■ [REDACTED] • Increasing the response rate for the next staff survey. Karen Sanders (KS) highlighted that from an Investors of People (IIP) perspective the results were a viable sample. The low response may have been attributed to it not being promoted as well as it could have been, and staff potentially not having enough time to complete the survey. Consider the use of different types of surveys going forward. There were five key themes from the report that would be the focus going forward and would be discussed in more details at the next People Committee.

	<ul style="list-style-type: none"> • [REDACTED] thanked officers for their swift assistance with 2 medical incidents at EDF sites. • [REDACTED] • [REDACTED]
Action 02	[REDACTED]
Decision 03	Board Members NOTED the Chief Constable/Chief Executive's Report.
6.	ITEMS FOR DECISION/ENDORSEMENT [Pam Duerden was present at the meeting for the decision papers only]
6.1	Fleet Strategy - [REDACTED] Report Ref: PAB(24)R22 Endorsement sought for the CNC Fleet Strategy Enabling Plan 2024-2035. The Board made comments, and sought and received assurance on the following: <ul style="list-style-type: none"> • Acknowledgement of the work completed • Discussion of next steps including costs of vehicle replacement and how it would be funded • Interdependencies between ambition and limitations of funding to be captured in future reporting • Next steps to be monitored through the Strategy, Planning, Performance & Risk Group Meeting (SPPRG). Annual progress report to Board
Action 03	[REDACTED] to include the interdependencies within the strategy, highlighting CNC's ambition and also recognise the limitations the organisation is facing due to the dependency on external sources to support the process.
Decision 04	Board Members ENDORSED the CNC Fleet Strategy Enabling Plan 2024-2035
6.2	Revised approach to Contract Management – Richard Cawdron Report Ref: PAB(24)R23 Endorsement sought for the revised approach to Contract Management. The Board commented, and sought and received assurance on the following: <ul style="list-style-type: none"> • Continued progress with changes to the approach would be reported back to the Board. • Focus on alignment of contract management responsibilities to appropriate employees. • [REDACTED] • Confirmation that SPPRG reviews the number and value of derogations and that they were appropriately linked to statutory exemptions.
Action 04	Richard Cawdron to provide an update to Board Members on the progress of the revised approach to Contract management at May's Board.
Decision 05	Board Members ENDORSED the approach and next steps which is laid out in the PowerPoint Presentation (as Appended to the report)
6.3	2024-27 Strategic Plan - [REDACTED] Report Ref: PAB(24)R24

	<p>Approval sought for the 3-year Strategy for 2024-27 in readiness for publication on 1st April 2024.</p> <p>The Board sought and received assurance on the following:</p> <ul style="list-style-type: none">• [REDACTED] confirmed the appropriateness of Nuclear Security Plans target measures.• ARFC recommended adding a new corporate risk in relation to culture in response to the Angiolini inquiry. Members were content with this risk being added to the strategic plan.
Action 05	[REDACTED] to include the following risk to the 3-year Strategic Plan 2024-27 prior to its publication [REDACTED] [REDACTED].
Decision 06	Board Members APPROVED for publication the CNPA 3-year Strategy 2024-27 and REQUESTED that the additional risk was included before publication.
6.4	[REDACTED] [REDACTED] [REDACTED] [REDACTED] ■ [REDACTED] [REDACTED] ■ [REDACTED] [REDACTED] ■ [REDACTED] [REDACTED] ■ [REDACTED] [REDACTED] ■ [REDACTED] [REDACTED] ■ [REDACTED] [REDACTED] ■ [REDACTED] [REDACTED] ■ [REDACTED] [REDACTED] ■ [REDACTED] [REDACTED] ■ [REDACTED] [REDACTED] ■ [REDACTED] [REDACTED]
Action 06	[REDACTED] ■ [REDACTED] ■ [REDACTED] [REDACTED].
Decision 07	[REDACTED] ■ [REDACTED] ■ [REDACTED] [REDACTED] [REDACTED] [REDACTED] ■ [REDACTED] [REDACTED] ■ [REDACTED] [REDACTED] ■ [REDACTED] [REDACTED] ■ [REDACTED] [REDACTED]

	<p>6.4.2 Annual Business Plan - [REDACTED] Report Ref: PAB(24)26</p> <p>Approval sought for the Annual Business Plan for 2024/25.</p> <p>The Board sought and received assurance on the following:</p> <ul style="list-style-type: none"> • Minor amendments to recognise temporary status for 2 of the Executive Team. • Confirmation that through working with functional leads the performance and the impact of the delivery plan could be captured within the Corporate Performance reporting for the Board. Agreed that an impact statement would be included in future Annual Business Plans.
Action 07	<p>[REDACTED] to ensure future corporate performance reports to the Board include the following:</p> <ul style="list-style-type: none"> • Measures are linked to priorities and goals being delivered • An impact statement on the deliverables of the Annual Business Plan in future iterations
Decision 08	Board Members APPROVED the publication the Annual Business Plan
6.5	<p>Board Effectiveness Review Action Plan – Chair (Susan Johnson) Report Ref: PAB(24)R28</p> <p>Approval sought for the Action Plan following the Board Effectiveness Review in December 2023.</p> <p>The Board commented on the following:</p> <ul style="list-style-type: none"> • [REDACTED] would liaise with the Chair in relation to action 8 of the action plan to support having a more diverse Board. • Some of the target dates within the plan were in April which may be ambitious, [REDACTED] would review those dates again to check that they were still realistic.
Action 08	[REDACTED] to review the target dates set within the Board Effectiveness Review Action Plan to check that they were still realistic timeframes.
Decision 09	Board Members DISCUSSED and APPROVED the Board Effectiveness Review Action Plan
7.	ITEMS FOR DISCUSSION
7.1	<p>Gender Pay Gap Report - Karen Sanders Report Ref: PAB(24)R29</p> <p>Approval sought to publish the CNC Gender Pay Gap Report 2023</p> <p>The Board raised the following:</p> <ul style="list-style-type: none"> • In future reports, consider the scope to ensure inclusivity of anyone not identifying as male or female, recognising that the statutory reporting requirement does not currently require gender identity profiling. • Noted positive progress in closing the pay gap and confirmed that target to close the gap by 2035 was ambitious. • EDI groups were also doing work involving ethnicity characteristics data. • Agreement that if there was an opportunity to stretch the parameters in future reporting then it should be done.

	<ul style="list-style-type: none"> Noted request that an earlier date was built into the annual schedule of the People Committee to examine the findings of next year's report and to consider whether the report should be led by the Authority or the Executive.
Action 09	<p>a. Board and Committee team to liaise with Karen Sanders about scheduling a People Committee meeting earlier than the end of March in order to thoroughly review the findings of the Gender Pay report 2024/25 before publication.</p> <p>b. People Committee Members and Board Members to consider whether the 24/25 Gender Pay report should be led by the Authority or by the Executive.</p>
Decision 10	<p>Board Members APPROVED to publish the CNC gender pay gap information on the following sites, no later than the 30 March 2024:</p> <ul style="list-style-type: none"> CNPA web page on Gov.UK website Designated government website for Gender Pay Gap reporting
7.2	<p>Corporate Performance Report Q3- DCC Stephen Martin Report Ref: PAB(24)R31</p> <p>DCC Stephen Martin provided an update on the progress, corporate performance and risk information across the strategic goals, the Annual Business Plan (ABP) and the Portfolio projects.</p> <p>The Board sought and received assurance on the following:</p> <ul style="list-style-type: none"> [REDACTED] That there were no direct link or trends between overtime rates and sickness rates for officers. Current rates of sickness were similar to pre Covid rates.
Decision 11	<p>Board Members:</p> <ul style="list-style-type: none"> NOTED the corporate performance monitoring and reporting at Appendix A NOTED the additional commentary for the exceptions under each goal area NOTED the progress against the ABP reported at Appendix B DISCUSSED the appropriateness of the Corporate risks at appendix C AGREED with the suggestion to add a corporate risk to the register as noted in Action 5.
8.	STANDING ITEMS
8.1	<p>Service Change Update Report ([REDACTED]) Report Ref: PAB(24)R32</p> <p>[REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED]</p> <p>[REDACTED]</p> <ul style="list-style-type: none"> I [REDACTED] [REDACTED] I [REDACTED] [REDACTED] [REDACTED] I [REDACTED] [REDACTED]

Action 10	[REDACTED]
Decision 12	[REDACTED]
8.2	<p>Operations Report [REDACTED] Report Ref: PAB(24)R33</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p>
Decision 13	[REDACTED]
8.3	<p>People Directorate Report (Karen Sanders) Report Ref: PAB(24)R34</p> <p>Karen Sanders provided an update on the work of the People Directorate.</p> <p>The Board sought and received assurance on the following:</p> <ul style="list-style-type: none"> • [REDACTED] • Priority activity will be to look at expressions of interest converting to successful applications for female recruits.
Decision 14	Board Members NOTED the contents of the People Directorate Report
8.4	<p>Finance Report (P11) - ([REDACTED]) Report Ref: PAB(24)R35</p> <p>An update was provided on the year-to-date CNPA's financial performance at the end of February 2024 Period 11 (P11).</p> <p>[REDACTED]</p> <p>[REDACTED]</p>
Decision 15	<p>Board Members:</p> <ul style="list-style-type: none"> • NOTED the content of the report. • NOTED P11 outturn and underspends against forecast (Section 3.1). • [REDACTED] • NOTED and consider the implications of the financial risks identified (section 5).
8.5	<p>Assets Update – Richard Cawdron Report Ref: PAB(24)36</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 • CNC Fleet strategy • [REDACTED] • CNC Southern Firearms training facilities. <p>No comments were raised.</p>
Decision 16	Board Members NOTED the work being planned and undertaken in respect of the Asset Update.
9.	ITEMS FOR READING

9.1	<p>9.1.1 ARFC - Chair's Report of the ARFC Meeting on 1st and 5th February 2024 – Sue Scane Report Ref: PAB(24)37</p> <p>9.1.2 AFRC 1 February 2024 approved minutes Report Ref: PAB(24)38</p> <p>9.1.3 ARFC 5 March 2024 draft minutes Report Ref: PAB(24)39</p>
Decision 17	Board Members NOTED the items.
10.	ANY OTHER BUSINESS
10.1	<p>May 2024 CNPA Board Meeting arrangements (Chair) Verbal</p> <p>The next meeting will be held on the 22/23 May 2024 at [REDACTED]</p>
Distribution of Minutes: CNPA Board Members, CNC Executive	