

Civil Nuclear Police Authority Board Meeting			
Meeting Date	24 th March 2023	Venue	[REDACTED] [REDACTED] [REDACTED] [REDACTED]
Start Time	09.30hrs	End Time	12.30hrs
Reference No.	CNPA24032023		
MEMBERS:			
Susan Johnson	CNPA Chair	[REDACTED]	
Pamela Duerden	Industry Representative Member, NDA	[REDACTED]	
Andrew Harvey	Independent Member	[REDACTED]	
Sir Craig Mackey	Independent Member	[REDACTED]	
Susan Lussem	Industry Representative Member, Sellafield	[REDACTED]	
Chris Pilgrim	Independent Member	[REDACTED]	
Mark Rouse	Industry Representative Member, DSRL	[REDACTED]	
Sue Scane	Independent Member	[REDACTED]	
David Tomblin	Industry Representative Member, EDF	[REDACTED]	
In ATTENDANCE:			
Simon Chesterman	Chief Constable	[REDACTED]	
Stephen Martin	Deputy Chief Constable	[REDACTED]	
Louise Harrison	Assistant Chief Constable	[REDACTED]	
Richard Cawdron	Director, Governance and Enabling Services	[REDACTED]	
Richard Saunders	Director, People & Organisational Development	[REDACTED]	
[REDACTED]	Chief Finance Officer	[REDACTED]	
[REDACTED]	Board and Committee Secretary	[REDACTED]	
OBSERVERS:			
[REDACTED]	Deputy Director, Civil Nuclear Security		
[REDACTED]	Head of CNC Sponsorship		
1.	Welcome and Chair's Update (Susan Johnson)		
	1.1 The Chair welcomed all attendees to the meeting.		
	1.2 Apologies There were no apologies for absence.		
	1.3 Conflicts of Interest No conflicts of interest were declared.		
2.	Update of events since last the Board, including items circulated/decided and papers for reading (Susan Johnson)		
	The Chair updated the Board regarding: <ul style="list-style-type: none">• The Government's announcement regarding the separation of the BEIS Department and the creation of three new Departments including the Department for Energy Security and Net Zero.		

- Chair and Chief Constable met with [REDACTED], Minister for Nuclear and Networks, and found him to be very knowledgeable and engaging about CNC. The Chair thanked [REDACTED] for the briefing that the Minister had received

[REDACTED] updated the Board Members on the following:

- Separation of BEIS' responsibilities into three Departments.
 - Business and Trade
 - Science, Innovation and Technology
 - Energy Security and Net Zero
- The Department for Energy Security and Net Zero would now be the CNPA's sponsor department.
- The new department would be responsible for delivering security of energy supply, ensuring properly functioning energy markets, encouraging greater energy efficiency and seizing the opportunities of net zero to lead the world in new green industries.
- Grant Shapps would remain as Secretary of State.
- Increased ministerial bandwidth within the department was regarded as positive.
- There are two Permanent Secretaries; [REDACTED], who has a strong background in energy policy and Treasury, and [REDACTED] whose role would be to oversee the delivery of the department's agenda.
- The Chancellor launched Great British Nuclear (GBN) which would be a delivery body to support the delivery of new nuclear programmes such as Sizewell C, small modular reactors through to large Gigawatt-scale projects. GBN was in the process of being established and discussions would be taking place with the team around security requirements and security staff resources.

[REDACTED]

- On behalf of the Authority and the Constabulary, the Chair extended her thanks to Richard Saunders for his tremendous contribution to CNC and for his wise counsel over the years as this was his last meeting with CNC before leaving.

	<ul style="list-style-type: none"> The Chair asked the Chief Constable to pass on her thanks to the team at [REDACTED] for providing a professional and illuminating tour and for hosting the Board meeting. The Chair added that the tour provided an insight into the challenges around premises and was assured that the business case regarding alternative options was taking shape. Since the last Board meeting the Chair and Chief Constable had visited [REDACTED] and [REDACTED] Chair met with [REDACTED] [REDACTED] from the HMICFRS who was very complimentary of the way CNC have worked alongside the Inspectorate. Chair met with [REDACTED] from the College of Policing. Chair visited the [REDACTED] and met with the team who were very engaging. [REDACTED] [REDACTED] [REDACTED].
3.	Approval of minutes of the meeting held on 30 January 2023 (Susan Johnson) Report Ref: PAB(23)R018
DECISION	The draft minutes of the CNPA Board Meeting held on 30 January 2023 were APPROVED as an accurate record of the meeting.
4.	Review of the CNPA Rolling Action Log (Susan Johnson) Report Ref: PAB(23)R019
DECISION	Members NOTED the updates regarding ongoing actions.
5.	Chief Constable's Board Report (CC Simon Chesterman) Report Ref: PAB(23)R020
	<p>The following points were highlighted:</p> <ul style="list-style-type: none"> Very positive visit to [REDACTED] with the CNPA Chair who experienced a live shooting demonstration. Chief Constable had a recent interview with a [REDACTED]. The CNC's Communication Team would update the Sponsorship Team and the Energy Security and Net Zero Press Office in due course once they were clear of the direction of the [REDACTED] article. The journalist was particularly interested in the Chief's view of armed policing given his position as the National Firearms Lead and of the Baroness Casey Review which had been recently published. [REDACTED] was keen that his department had a sight line on the article at the earliest opportunity and any other future interviews with the media. Nine CNC staff were recently presented with Equality Diversity & Inclusion Awards for their outstanding efforts in this area. [REDACTED] has been appointed as the new Interim People & Organisational Development Director and was currently undergoing vetting and should be in a position to commence the role by early April. Chief Constable and CNPA Chair attended a meeting with [REDACTED] Minister for Nuclear and Networks who was well informed about CNC. The Minister expressed an interest in [REDACTED] and also indicated he was aware of the issues surrounding maintaining fitness for AFOs until the proposed retirement age. Planning was underway for the Coronation of HM King Charles III. Significant resource deployment was likely for the event.

	<ul style="list-style-type: none"> ██████████ have allocated a fulltime member of staff to oversee CNC PND vetting.
Decision	Board Members NOTED the Chief Constable/Chief Executive's Report.
6.	ITEMS FOR DECISION/ENDORSEMENT
6.1	Gender Pay Gap Report & Ethnicity Pay Gap Report (Richard Saunders) Report Ref: PAB(23)R021
	<p>Approval was sought for the publication of the Annual Gender Pay Gap Report (31 March 2022 to 30 March 2023).</p> <p>The Board sought and received assurance on the following:</p> <ul style="list-style-type: none"> ██████ advised that the Annual Gender Pay Gap Report would be incorporated into the Annual Report and Accounts. The Chair advised that recruitment agencies use the Gender Pay gap data from different organisations to attract potential employees where the data substantiates good competitive pay for both genders.
Decision	Board Members APPROVED the publication of the Gender Pay Gap Report for the CNPA web page on Gov.UK website and the designated government website for Gender Pay Gap reporting.
6.2	Risk Appetite Statement and the Risk Management Framework (Richard Cawdron) Report Ref: PAB(23)R022
	<p>The Risk Appetite statement was presented for noting and discussion and approval was sought for the Risk & Opportunity Management Framework.</p> <p>The Board made the following comments:</p> <ul style="list-style-type: none"> ██████ raised a query regarding separating the physical and cyber risk category and whether there were any strategic parent risks from the sponsoring department that needed to be considered. A discussion took place, and it was decided to retain the risk appetite statement and for the ARFC to review the strategic risks and mitigations at their next meeting in April. A discussion took place about the tolerance levels in relation to Health and Safety and the importance of risk assessments being as effective as possible. It was suggested that the risk appetite for H&S risks was added as part of the scope to the H&S review which was taking place in June. ██████████ added that ██████████ would be an asset given her knowledge of the associated frameworks in relation to training. ████████ advised the Board that the College of Policing also have a national risk appetite to refer to as well.
Action 01	██████████ to ensure the risk appetite level for H&S risks is included in the H&S review scheduled for June and feedback outcome to the Head of Risk & Insurance for inclusion on the risk appetite statement.
Action 02	██████████ to review and update Board Members accordingly as to whether there are any strategic parent risks from the sponsoring department that CNC need to take into account for their Risk Register.

Decision	Board Members DISCUSSED and NOTED the changes to the Risk Appetite Statement. Requested ARFC to REVIEW and provide an assurance report for the next Board.
7.	Items for DISCUSSION
7.1	Draft Strategic Plan 2023-26 (CC Simon Chesterman) Report Ref: PAB(23)R024
	<p>Approval was sought to agree the final draft of the CNPA Strategic Plan 2023-26.</p> <p>The Board sought and received assurance on the following topics:</p> <ul style="list-style-type: none"> The Chief Constable introduced 3 areas of focus as the 3 goals of the Strategy. <ul style="list-style-type: none"> 1 - maintaining the core mission. 2 - Service Expansion and how it would help maintain the core mission, support UK PLC and provide job enrichment opportunities. 3 - wellbeing and improving culture, and the standards of behaviour across the organisation. █████ noted that the strategy was clear and focused and there would be increased interest in measuring CNC performance and for the Board to consider how it would track progress against the plan. The Chair outlined that the Annual Business Plan would flow from the Strategic plan, annual KPI's and milestones would be aligned to the Strategy. The Board would be scrutinising the Annual Business plan to ensure alignment with the strategic goals and the Board committees would also be monitoring progress on KPIs through the year. The Chief Constable added that there was a delivery plan that sits under the strategy and good progress was being made with maturing the KPI's. The Board agreed that the 11 priorities could be condensed further, as 11 areas was considered a lot to monitor. A dashboard was being progressed in relation to the Cultural Action Plan. █████ raised whether there was some merit in establishing a workforce level representative group and or a shadow Board to help monitor progress and allow staff to feel closer and more engaged with strategy. The Chair agreed to discuss this further with the Chief Constable. █████ reported that work had begun on how the strategy and its aims would be reported in next year's Annual Reporting Accounts. █████ raised that Baroness Casey had set out indicators around culture change which would be beneficial to look at. █████ suggested an explicit link to the CNPA Strategy when devising the EDI Communication plan which would reach the internal workforce as well as local communities.
Action 03	█████ to speak to SC to discuss the potential of shadow Boards and workforce level representative groups.
Action 04	█████ to consider condensing down the eleven strategic priorities if possible
Action 05	█████ to look at Baroness Casey's review in relation to indicators around culture change
Decision	Board Members DELEGATED the APPROVAL of the final draft of the CNPA Strategic Plan 2023-26 to the CNPA Chair and Chief Constable.

7.2	<p>Timeline for the approval of the Annual Policing Plan and Business Plan (ACC Louise Harrison)</p> <p>Verbal update was provided on the following:</p> <ul style="list-style-type: none"> The Annual Business Plan (ABP) would be finalised after the completed version of the 3-year CNPA strategy's goals and priorities have been agreed. The Annual Policing Plan draft has been shared with the Chair for feedback. A virtual meeting on 28 April was proposed as an opportunity for Board Members to review the revised ABP version for sign off.
Action 06	Board and Committee Manager to set up a meeting for 28 April and invite Board Members to review and sign off the Annual Business Plan
Decision	Board Members to REVIEW the Annual Business Plan via teams on 28 April
7.3	<p>Medium Term Financial Plan ()</p> <p>Report Ref: PAB(23)R026</p>
	<p>Update provided on the Medium-Term Financial Plan 2023/24</p> <p>The Board discussed the following:</p> <ul style="list-style-type: none"> The Chair asked for the sponsorship department's view of cessation activity and cessation plans due to the fluctuations in the workforce and challenges around retention. discussed the importance of forecasting for the CNC and for future business cases to be well formulated with clear options. Assurance was given that the Board were very alive to those particular areas and rigorous scrutiny was applied when cases were presented at the relevant committees. The Chair accepted the observation of accurate forecasting however added that forecasting was challenging when certain areas were out of CNC's sphere of control. There was a consensus from the Members around the vast improvement in CNC's forward planning over the past few years. . The Board asked if the sponsorship department would be proceeding on a single year spending round. confirmed that the current spending review was a 3-year cycle, final year being 2025. .
Decision	Board Members NOTED the draft Medium-Term Financial Plan
8.	STANDING ITEMS
8.1	<p>Corporate Performance Monitoring Report (DCC Stephen Martin)</p> <p>Report Ref: PAB(23)R027</p>
	<p>Update provided of the performance and risk metrics across the strategic goals, the Annual Policing Plan and the Portfolio projects.</p> <p>No comments or concerns were raised by Board Members.</p>
Decision	Board Members NOTED the report.
8.2	<p>Operations Report (ACC Louise Harrison)</p> <p>Report Ref: PAB(23)R028</p>

	Update provided on the status of operations and policing activities since the last Board.
	<p>The Board sought and received assurance on the following:</p> <ul style="list-style-type: none"> resilience at [REDACTED] and the long-term impact that overtime may have on staff. <ul style="list-style-type: none"> LH advised that a deployability review was taking place to address such areas. The Chief Constable mentioned that CNC had been involved in academic research with John Moore's University and the findings concluded that officers working overtime was assessed as a low health and safety risk compared to staff travelling to and from work. [REDACTED] <ul style="list-style-type: none"> [REDACTED] [REDACTED] [REDACTED] [REDACTED] Are the deployability plans based on assumptions of getting more staff in place? <ul style="list-style-type: none"> LH advised the Board that the workforce manager was heavily involved in the deployability review where its primary focus would be on operational effectiveness and resilience, as it's recognised demands on officers have changed significantly over the past 10 years. <p>Other comments:</p> <ul style="list-style-type: none"> [REDACTED] raised the importance of the Board providing strong support with the launch of the Apprenticeship Scheme. Chief Constable spoke about having a further discussion with [REDACTED] about the up-and-coming roles at [REDACTED], as the packages were competitive and could result in large numbers of CNC staff applying for those roles. The Chair spoke of her recent meeting with a SEG officer [REDACTED] and credited the length of time and commitment the SEG provide to CNC and of the teams renowned international reputation.
Decision	Board Members NOTED the report.
8.3	Health, Safety and Wellbeing Report (Richard Saunders) Report Ref: PAB(23)R029
	<p>Update provided of Health, Safety and Wellbeing related matters from 1st January 2023 – 28 February 2023.</p> <p>The Board discussed the following:</p> <ul style="list-style-type: none"> considered whether data was too low level and detailed for the Board and how the Board and Committees require assurance that intelligence and data was being reviewed and learning was being applied. It was agreed that SPPRG would review this. [REDACTED] advised that the Health, Safety and Wellbeing report would be revised post external review. [REDACTED] queried whether [REDACTED] were the main provider for CNC medicals at [REDACTED] RS confirmed that [REDACTED] Occupational Health Service do provide medicals and work to the national standard that CNC have set. RS added that the management referral system would be brought back in-house as [REDACTED] have struggled to meet the demand.

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