Civil Nuclear Police Authority Board Meeting			
Meeting Date	31 st May 2023	Venue	
Start Time	10.15hrs	End Time	12.30hrs
Reference No.	CNPA31052023	•	
MEMBERS:			
Susan Johnson	CNPA Chair		
Pamela Duerden	Industry Representati NDA	ive Member,	
Andrew Harvey	Independent Member		
Susan Lussem	Industry Representati Sellafield	ive Member,	
Chris Pilgrim	Independent Member		
Mark Rouse	Industry Representati DSRL	ive Member,	
Sue Scane	Independent Member		
In ATTENDANCE:			
Simon Chesterman	Chief Constable		
Nicola Bacon	Interim Director,	People &	
D: 1 10 1	Organisational Develop		
Richard Cawdron	Director, Governance Services		
	Head of Occupational F Wellbeing		
	Board and Committee S	•	
	Governance, Risk & Lead	Performance	
	Chief Finance Officer		
	Board and Committee I	Manager	<u>k</u>
OBSERVERS:			
	Security	civil Nuclear	<u>k</u>
	Head of CNC Sponsors	ship	
	Prospect		
	Superintendents Assoc		
	Civil Nuclear Police Fed	deration	,
1.	Welcome and Chair's		
			the meeting. The Chair extended her was her first Board Meeting, and to
	attending to observe.		, from the Staff Associations who were
	1.2 Apologies DCC Stephen Martin, Tomblin sent their apole		Harrison, Sir Craig Mackey and David
	1.3 Conflicts of Interest No conflicts of interest		

2.	Update of events since last the Board, including items circulated/decided and papers for reading (Susan Johnson)
	 The Chair updated the Board on the following items of note: Chair signed two S22A Collaboration Agreements, 18th April and 27th April relating to the Merseyside Eurovision and the Kings Coronation respectively. Chair thanked for organising the induction with the DESNZ Nuclear team which had provided a detailed overview of the nuclear energy sector.
	 Chair joined the Nuclear Chairs Forum, chaired by Office for Nuclear Regulation (ONR). ONR shared the outcomes of their Annual review of regulation and their stakeholder survey. Chair presented to the Association of Police Crime Commissioners (APCC) about the work of the CNPA and CNC. Received excellent feedback and received invitations from PCC's in CNC areas and to further meetings.
	 Met with CEO of EDF, The Chair invited him to the CNPA Board in October which is due to take place at Both the Annual Business Plan and the 3 Year Strategy have been submitted to the Department for Energy Security and Net Zero (DESNZ). Chair attended ARFC and was part of the scrutiny panel that reviewed the Annual Report & Accounts.
	updated the Board Members on the following: • • • • • • • • • • • • •
	 highlighted that the Minister was particularly interested in the measures in the Strategic Plan to address Professional Standards and Culture.
	 The Board commented on the following: Chief Constable Simon Chesterman (CC SC) stated that he would value providing further input about CNC's cultural activity before a brief goes to the Minister. would ask to liaise with CC SC.

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3.	Approval of minutes of the meeting held on 24 March 2023 and of Extraordinary meeting held on 28 th April 2023 (Susan Johnson) Report Ref: PAB(23)R035 and PAB(23)R035a
Decision 01	The draft minutes were APPROVED as an accurate record of the meetings.
4.	Review of the CNPA Rolling Action Log (Susan Johnson) Report Ref: PAB(23)R036
Decision 02	Members NOTED the updates regarding ongoing actions.
5.	Chief Constable's Board Report (CC Simon Chesterman) Report Ref: PAB(23)R037
	 Three-year CNC Strategic plan and Annual Business plan have been submitted to DESNZ and were being prepared for submission to the Minister.
	 Part 1 of the Dame Elish Angiolini Inquiry was complete andfocussed on Couzens career history and whether any red flags had been missed between different forces. Part 1 has yet to be published. Terms of Reference for Part 2 have been published; CNC has expressed a willingness to be involved. The required 'data wash' through Police National Database (PND) for all employees had been completed. Any hits were being examined by the Professional Standards Dept (PSD) and will be completed by end of September 2023. Only 10% of the review has been completed to date and CNC was awaiting direct PND access which will accelerate the process. the HMIFRS lead that oversees CNC retires 30th June. He is due to be replaced by the professional standards. who is currently the

	ard sought and received assurance on the following: ir asked for an update on outstanding PSD cases, in particular the ers from .
Action 01 Board s	ecretariat to discharge action ref: Angiolini Inquiry press lines
	lembers NOTED the Chief Constable/Chief Executive's Report.
	FOR DECISION/ENDORSEMENT
6.1 Equality Chester Report Approve	y, Diversity and Inclusion (EDI) 3-Year Strategy (CC Simon
the suffithe Nico of the Corp The together work representation of the CNC The on mess from CCC substitute important of rework work strains of the substitute in the corp of the work strains of the work strains of the substitute in the corp of the work strains of the corp of the	procession of the scrutiny the strategy had received via all of different forums. The People Committee had been keen that it had cient focus and measures in place. A delivery plan would sit underneath EDI strategy with the performance measures. It also also activity. EDI had featured heavily in her CNC corate induction. Board discussed the importance of connecting all of the strategies ther cross referencing where appropriate. For a research that it may also be the reviewing the photos in the strategy to ensure better visual esentation of all the protected characteristics. For a recommended that its (from the Annual Governance Statement) with all of the reviews that the characteristic in the strategy. Board commented that the strategy needs to be embedded in all levels management in order to achieve change and progress. Internal saging and addressing poor behaviours needs to be consistent and led the top. SC spoke He added that it was improving, as evident in the strategy was reflective exponses from staff surveys. He felt that the marketing of the strategy ld be the key to its success. All all of the strategy was reflective exponses from staff surveys. He felt that the marketing of the strategy ld be the key to its success. Board commented that the Staff Association were supportive of the legy and work was required to ensure that CNC sites were more rese. Board addressing being the strategy and work was required to ensure that CNC sites were more rese.

	added inclusion and health and wellbeing have been her priority with her team during her first initial weeks at CNC.
	spoke of reviewing at a later Board, the impact of the strategy and how
	the strategy had been brought to life at an operational level.
Decision 04	Board Members APPROVED the Equality, Diversity and Inclusion (EDI) 3-Year Strategy
6.2	Final draft 2022/23 Annual Governance Statement (AGS) for Annual
	Reports and Accounts (ARA) Report Ref: PAB(23)R039
	Endorsement sought of the final draft of the Annual Governance Statement
	(AGS) 2022/23 for inclusion in the Annual report and Accounts.
	The Board made the following comments:
	 Chair highlighted that the Annual Governance Statement (AGS) had been discussed thoroughly at ARFC, some amendments had been suggested. The Chair felt that the statement provided a full synopsis of the assurance required for the Authority, the Accounting officer and DESNZ of the effective oversight over CNC operations.
	proposed a future workshop with the Board to discuss next year's Annual report and Accounts (ARA).
	advised that a draft version of the ARA had been submitted to DESNZ at the end of April.
	liked the style and content and thought it could be used as an internal teaching aid to explain the role and purpose of the Authority.
Action 02	to amend the ToR agreement from Spring to Summer.
	Board Secretariat to circulate revised version to all Board members before the
Decision 05	ARFC ARA meeting on 29th June. Board Members ENDORSED the Annual Governance Statement (AGS)
Boolston oo	2022/23 subject to the minor change as per Action 02 all Board Members have
	sight of the updated version as part of the ARA review and sign-off process.
7.	Items for DISCUSSION
7.1	Finance Report (Interim Outturn Report) Report Ref: PAB(23)R040

Action 03	
Decision 06	Board Members NOTED the report.
7.2	Cultural Update (Richard Cawdron)
	Report Ref: PAB(23)R040a
	Update provided on the summary of activity and progress against the 5 themes in the Cultural Action Plan.
Decision 07	 The Board sought and received assurance on the following topics: Acknowledgment that the dashboard was still work in progress confirmed that the 5 priority areas are reflected on the People Committee agenda. queried whether there was any independent representation at the Executive level in this area. CC SC confirmed there was by way of collaborative working with the Affinity groups and the was sourcing an external representative to support this work. queried the timescales of some of the actions and whether they were achievable. RC acknowledged that some of the timelines were optimistic and needed to be reviewed. The Chair highlighted that some of those actions had been delivered such as 'Proud to Protect' and EDI training but agreed that realistic timelines were important in order to produce quality outcomes. is meeting with to discuss measurable metrics and realistic timelines on the dashboard. Board Members DISCUSSED and NOTED the progress made.
7.3	CNPA Board Forward Look (Commonwell) Report Ref: PAB(23)R040b
	The Board were updated on the CNPA Forward Plan. The Board sought and received assurance on the following topics: asked that locations and times to be added to the Forward Look The Chair requested the Forward Look to be kept live on Egress Knowledge Library.
Decision 08	Board Members DISCUSSED and NOTED the CNPA Forward Plan.
8.	STANDING ITEMS
8.1	Corporate Performance Monitoring Report (Corporate Performance Monitoring Repo
	Update provided of the performance and risk metrics across the strategic goals, the Annual Policing Plan and the Portfolio projects.
	The Board noted that future performance reports would reflect the new KPI's and risks in the new business plan.

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Desigion 00	No comments or concerns were raised by Board Members.
Decision 09	Board Members NOTED the report.
8.2	Operations Report (Chief Constable Simon Chesterman)
	Report Ref: PAB(23)R042
	Update provided on the status of CNC operations and policing activities since the last Board.
	the last board.
	The Board sought and received assurance on the following:
	queried the impact that the welfare dogs trial would have on staff with
	either dog allergies or dog phobias. CC SC assured the Board the dogs
	were carefully selected and a risk assessment completed before the dog
	was introduced to a member of staff or to a team.
	asked about the kind of feedback the Executive received around Mutual
	Aid deployments. CC SC advised the Board that the feedback from the
	different forces and from CNC officers was always positive. All officers
	receive a debrief for lessons learned.
	deployments help with job enrichment, retention and morale.
Decision 10	Board Members NOTED the report .
8.3	Year End Health, Safety and Wellbeing Report (Nicola Bacon
	Penart Bef: DAD(22)D042
	Report Ref: PAB(23)R043
	Update provided a summary of Health, Safety and Wellbeing related matters from 1 st April 2022 to 31 st March 2023.
	110111 1 April 2022 to 31 Walcii 2023.
	The Board discussed the following:
	Acknowledgement that there were likely to be elements missing from the
	report, which the Health and Safety review would pick up.
	raised that the report was detailed but lacked some analysis and also
	whether any areas of concern were clear. will consider this further at
	next week's review.
	The Chair queried where the findings of the report would go initially.
	confirmed that it would not go to ARFC as it is not on the Assurance Plan,
	however any recommendations or actions could be captured on 4Action for
	tracking for implementation. Dependent of the findings and timings it would
	go to People Committee initially and then onto the Board.
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Decision 11	Board Members NOTED the report.
8.4	SIRO Report (Richard Cawdron)
	Report Ref: PAB(23)R044
	Update on Cyber Strategy, related workstreams and transition to our new IT
	service provider.
	No comments or concerns were raised by Board Members.
Decision 12	Board Members NOTED the progress against the target scores set by the
	NIST cyber maturity remediation assessment.
9.	ITEMS FOR READING
9.1	Audit, Risk and Finance Committee (ARFC) Sue Scane

	9.1.1 Chair's Report of the ARFC Extraordinary Meeting held on 27April 2023 (Sue Scane) Paper Ref PAB(23)R045 9.1.2 Verbal report on ARFC Annual Report and Accounts (ARA) Scrutiny Panel Meeting held on 25 May 2023
	9.1.3 Minutes of the ARFC Meeting held on 27 April 2023 Paper Ref PAB(23)R046
	SSc advised that all of the key points of the above meetings had already been covered earlier in the meeting.
9.2	People Committee: (Chris Pilgrim)
	9.2.1 Chair's Report of the People Committee Meeting held on 12 April 2023 (Chris Pilgrim) Paper Ref PAB(23)R047
	9.2.2 Minutes of the People Committee Meeting held on 12 April 2023 Paper Ref PAB(23)R048
	 CP highlighted the resource pressure in the organisationnoting that many of the projects were people related rather than operational and predicted a heavy workload over coming months. The Chair spoke about the importance of operational input into projects as
	front line officers would be directly impacted by the outcomes but acknowledged the deployability challenges in doing this.
	 CC SC spoke of the importance of scheduling and recognising that certain elements were not within CNC's control.
	 A discussion took place around reliance on specialists, single points of failure and the challenges around ensuring that workforce and resourcing planning was aligned. outlined that the Portfolio team were working hard to address these priorities.
10.	ANY OTHER BUSINESS
10.1	July 2023 CNPA Board Meeting arrangements (Chair) Next CNPA Board Meeting scheduled for 26 July 2023 at
Distribution of Minutes: CNPA Board Members, CNC Executive	