

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 Representative Member, NDA		
Andrew Harvey	Independent Member		
Susan Lussem	Industry Representative Member, Sellafield		
Chris Pilgrim	Independent Member		
Mark Rouse	Industry Representative Member, DSRL		
Sue Scane	Independent Member		
In ATTENDANCE:			
Simon Chesterman	Chief Constable		
Nicola Bacon	Interim Director, People & Organisational Development		
Richard Cawdron	Director, Governance and Enabling Services		
	Head of Occupational Health and Wellbeing		
	Board and Committee Secretary		
	Governance, Risk & Performance Lead		
	Chief Finance Officer		
	Board and Committee Manager		
OBSERVERS:			
	Deputy Director, Civil Nuclear Security		
	Head of CNC Sponsorship		
	Prospect		
	Superintendents Association		
	Civil Nuclear Police Federation		
1.	Welcome and Chair's Update (Susan Johnson)		
	The Chair welcomed all attendees to the meeting. The Chair extended her welcome to both Nicola Bacon, as this was her first Board Meeting, and to , from the Staff Associations who were attending to observe.		
	1.2 Apologies DCC Stephen Martin, ACC Louise Harrison, Sir Craig Mackey and David Tomblin sent their apologies.		
	1.3 Conflicts of Interest No conflicts of interest were declared.		

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	<ul style="list-style-type: none"> <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> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p>
3.	<p>Approval of minutes of the meeting held on 24 March 2023 and of Extraordinary meeting held on 28th April 2023 (Susan Johnson) Report Ref: PAB(23)R035 and PAB(23)R035a</p>
Decision 01	The draft minutes were APPROVED as an accurate record of the meetings.
4.	<p>Review of the CNPA Rolling Action Log (Susan Johnson) Report Ref: PAB(23)R036</p>
Decision 02	Members NOTED the updates regarding ongoing actions.
5.	<p>Chief Constable's Board Report (CC Simon Chesterman) Report Ref: PAB(23)R037</p>
	<p>The following points were highlighted:</p> <ul style="list-style-type: none"> Three-year CNC Strategic plan and Annual Business plan have been submitted to DESNZ and were being prepared for submission to the Minister. <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> Part 1 of the Dame Elish Angiolini Inquiry was complete and focussed 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. [REDACTED], the HMIFRS lead that oversees CNC retires 30th June. He is due to be replaced by [REDACTED], who is currently the [REDACTED] <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p>

	<ul style="list-style-type: none"> Nicola Bacon has been recruited as the interim People Director. CC SC thanked both [REDACTED] and [REDACTED] for their part in the search and selection process. CC SC recommended to discharge the action pertaining to the Angiolini Inquiry press lines and any further updates would be provided via the Chief Constable's Board report. <p>The Board sought and received assurance on the following:</p> <ul style="list-style-type: none"> Chair asked for an update on outstanding PSD cases, in particular the officers from [REDACTED] [REDACTED] [REDACTED] [REDACTED].
Action 01	Board secretariat to discharge action ref: Angiolini Inquiry press lines
Decision 03	Board Members NOTED the Chief Constable/Chief Executive's Report.
6.	ITEMS FOR DECISION/ENDORSEMENT
6.1	Equality, Diversity and Inclusion (EDI) 3-Year Strategy (CC Simon Chesterman) Report Ref: PAB(23)R038
	<p>Approval was sought for the endorsement of the Equality, Diversity and Inclusion (EDI) 3-Year Strategy</p> <p>The Board sought and received assurance on the following:</p> <ul style="list-style-type: none"> [REDACTED] spoke of the scrutiny the strategy had received via all of the different forums. The People Committee had been keen that it had sufficient focus and measures in place. A delivery plan would sit underneath the EDI strategy with the performance measures. Nicola Bacon (NB) had spoken extensively with the DCC about the linkage of the strategy and People activity. EDI had featured heavily in her CNC Corporate induction. The Board discussed the importance of connecting all of the strategies together cross referencing where appropriate. [REDACTED] raised that it may also be worth reviewing the photos in the strategy to ensure better visual representation of all the protected characteristics. [REDACTED] recommended that the list (from the Annual Governance Statement) with all of the reviews that CNC have been involved in could be included in the strategy.. The Board commented that the strategy needs to be embedded in all levels on management in order to achieve change and progress. Internal messaging and addressing poor behaviours needs to be consistent and led from the top. CC SC spoke [REDACTED] [REDACTED] He added that it was improving, as evident in the latest 'Proud to Protect' campaign. CC SC highlighted that leadership is important when developing a healthy culture and the strategy was reflective of responses from staff surveys. He felt that the marketing of the strategy would be the key to its success. [REDACTED] added that the Staff Association were supportive of the strategy and work was required to ensure that CNC sites were more diverse. [REDACTED] also mentioned the benefits of the EDI training being introduced to Initial Foundation courses (IFC) training. Chair spoke of the importance of progressing with an Attraction Strategy.

[illegible]

	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 Board sought and received assurance on the following: <ul style="list-style-type: none"> • [REDACTED] 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. • [REDACTED] 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. [REDACTED] added that Mutual Aid 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 [REDACTED]) 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. The Board discussed the following: <ul style="list-style-type: none"> • Acknowledgement that there were likely to be elements missing from the report, which the Health and Safety review would pick up. • [REDACTED] raised that the report was detailed but lacked some analysis and also whether any areas of concern were clear. [REDACTED] will consider this further at next week's review. • The Chair queried where the findings of the report would go initially. [REDACTED] 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. • [REDACTED]
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

	<p>9.1.1 Chair's Report of the ARFC Extraordinary Meeting held on 27 April 2023 (Sue Scane) Paper Ref PAB(23)R045</p> <p>9.1.2 Verbal report on ARFC Annual Report and Accounts (ARA) Scrutiny Panel Meeting held on 25 May 2023</p> <p>9.1.3 Minutes of the ARFC Meeting held on 27 April 2023 Paper Ref PAB(23)R046</p>
	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)
	<p>9.2.1 Chair's Report of the People Committee Meeting held on 12 April 2023 (Chris Pilgrim) Paper Ref PAB(23)R047</p> <p>9.2.2 Minutes of the People Committee Meeting held on 12 April 2023 Paper Ref PAB(23)R048</p>
	<ul style="list-style-type: none"> • CP highlighted the resource pressure in the organisation noting 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	<p>July 2023 CNPA Board Meeting arrangements (Chair)</p> <p>Next CNPA Board Meeting scheduled for 26 July 2023 at ■■■■■</p>
Distribution of Minutes: CNPA Board Members, CNC Executive	