



CIVIL NUCLEAR CONSTABULARY

The Executive Office
Civil Nuclear Constabulary
Building F6 Culham Science Centre
Abingdon
Oxon
OX14 3DB

Tel: 03303 135400

Website: <https://www.gov.uk/cnc>

16th July 2025

Dear Requester

I am writing in response to your request for information regarding the below. Your request has been handled under Section 1(1) of the Freedom of Information Act 2000. In accordance with Section 1(1) (a) of the Act I hereby confirm that the CNC/CNPA does hold information of the type specified.

Your Request:

I am looking for three things which I cannot find on your website.

1. The 2021 ONS census data breaks down the ethnicity of towns, cities and districts. But it doesn't for police force areas.

a. Please would you confirm whether you do have an ethnic breakdown of the areas you serve?

b. If so, would you be able to provide an excel sheet of the data?

2. You are obliged to provide the Home Office of an ethnic breakdown of your force rank-by-rank. Unfortunately, the Home Office amalgamates all the data. The latest data is for 31 March 2024. <https://www.gov.uk/government/statistics/police-workforce-england-and-wales-31-march-2024/police-workforce-england-and-wales-31-march-2024>.

a. Please would you provide the figures [ethnicity rank-by-rank] for fiscal years [31 March] for the following years: 2020, 2021, 2022, 2023 and 2024? I am also going ask for 31 March 2025, and I'm not certain you can use exemption sec 22 because you don't appear to publish your data. Since you have the data, this should not be an exemption

under section 12. To help you further, if you have fewer than five in the senior ranks [ACC, DCC and CC] please use an asterix [*] so you do not breach section 40 of the FOIA.

3. In April 2023, the government at that time said it had met its pledge to increase police numbers by 20,000. This was part of its 2019 manifesto. This was the so-called “uplift”.

Please provide the following:

a. the total number of new officers recruited in 2019, 2020, 2021, 2022, 2023 and 2024. This could either be fiscal year or annual year i.e., 31 March or 31 December of each year, respectively.

b. an ethnic breakdown of those numbers as you recorded them for the corresponding years – 2019, 2020, 2021, 2022, 2023 and 2024.

c. how many officers left your force during 2019, 2020, 2021, 2022, 2023 and 2024?

d. an ethnic breakdown of those numbers as you recorded them for the corresponding years 2019, 2020, 2021, 2022, 2023 and 2024.

CNC Response:

1. The CNC does not hold this information.

2a

Officer Ethnicity by Rank at 31 March 2025						
ETHNICITY	Superinten- dent and above	Chief In- spector	Inspec- tor	Sergeant	Consta- ble	Total
Asian Chinese		1			1	2
Asian Indian						
Asian Other					2	2
Black African					2	2
Black Caribbean					5	5
Mixed Other					4	4
Mixed White and Asian				1	1	2
Mixed White and Black					2	2
Prefer Not to Say		2	4	26	96	128

White British	17	19	47	112	525	720
White Irish		1		1	1	3
White Mixed						
White Scottish						
WhiteOther				2	7	9
Not known/not provided		2	14	58	501	575
Grand Total	17	25	65	200	1147	1454

Officer Ethnicity by Rank at 31 March 2024

ETHNICITY	Superintendent and above	Chief Inspector	Inspector	Sergeant	Constable	Total
Asian Chinese		1			1	2
Asian Indian						
Asian Other					2	2
Black African					2	2
Black Caribbean					5	5
Mixed Other					4	4
Mixed White and Asian				1	1	2
Mixed White and Black					2	2
Prefer Not to Say		2	4	26	85	117
White British	17	19	47	112	524	719
White Irish		1		1	3	5
White Mixed						
White Scottish						
WhiteOther				2	7	9
Not known/not provided		2	14	58	501	575
Grand Total	17	26	65	200	1137	1445

Officer Ethnicity by Rank at 31 March 2023						
ETHNICITY	Superinten- dent and above	Chief In- spector	Inspec- tor	Sergeant	Consta- ble	Total
Asian Chinese			1		2	3
Asian Indian		1			1	2
Asian Other					1	1
Black African					2	2
Black Caribbean					1	1
Mixed Other			1	2	3	6
Mixed White and Asian					1	1
Mixed White and Black				1	2	3
Prefer Not to Say			3	30	193	226
White British	12	15	40	103	726	896
White Irish					4	4
White Mixed						1
White Scottish			1		3	4
WhiteOther	2	1	9	22	76	110
Not known/not provided			2	1	13	16
Grand Total	15	17	57	159	1028	1276
Officer Ethnicity by Rank 31 March 2022						
ETHNICITY	Superinten- dent and above	Chief In- spector	Inspec- tor	Sergeant	Consta- ble	Total
Asian - Any other Asian background					1	1
Asian - Chinese			1		1	2
Asian - Indian		1			1	2
Black - African					2	2

Black - Caribbean					1	1
Chinese / Other Ethnic Group					1	1
Mixed - Any other Mixed/multiple ethnic background				2	3	5
Mixed - White and Asian					2	2
Mixed - White and Black African					1	1
Mixed - White and Black Caribbean				1	1	2
Not known/not provided			3	26	219	248
Other - Any other ethnic group					3	3
Prefer Not to Say					3	3
White - Any other White background	2	1	11	25	77	116
White - English / Welsh / Scottish / Northern Irish / British	11	15	42	103	721	892
White - Irish					3	3
Grand Total	13	17	57	157	1040	1284
Officer Ethnicity by Rank 31 March 2021						
ETHNICITY	Superintendent and above	Chief Inspector	Inspector	Sergeant	Constable	Total
Asian - Any other Asian background					1	1
Asian - Chinese				1	1	2
Asian - Indian		1			1	2
Black - African					2	2
Black - Caribbean					1	1
Chinese / Other Ethnic Group					1	1

Mixed - Any other Mixed/multiple ethnic background				1	4	5
Mixed - White and Asian					4	4
Mixed - White and Black African					1	1
Mixed - White and Black Caribbean				1	2	3
Not known/not provided			3	21	231	255
Other - Any other ethnic group					3	3
Prefer Not to Say					2	2
White - Any other White background	2	1	12	23	80	118
White - English / Welsh / Scottish / Northern Irish / British	9	14	44	100	731	898
White - Irish					3	3
Grand Total	11	16	59	147	1068	1301

Officer Ethnicity by Rank 9 December 2019

ETHNICITY	Superintendent and above	Chief Inspector	Inspector	Sergeant	Constable	Total
Asian / Asian British - Any other Asian background					1	1
Asian / Asian British - Chinese				1	1	2
Asian / Asian British - Indian			1		1	2
Asian / Asian British - Pakistani					2	2
Black - Caribbean					1	1

Black / African / Caribbean / Black British - African					2	2
Black / African / Caribbean / Black British - Caribbean					1	1
Mixed - White and Asian					1	1
Mixed / Multiple ethnic group - Any Other Mixed / multiple ethnic background				1	3	4
Mixed / Multiple ethnic group - White and Asian					3	3
Mixed / Multiple ethnic group - White and Black Caribbean				1	1	2
Not known/not provided			3	30	234	267
Other ethnic group - Any other ethnic group					4	4
White - Any other White background	1	2	11	25	89	128
White - British	1		1	2	45	49
White - English / Welsh / Scottish / Northern Irish / British	11	15	40	110	605	781
White - Irish					2	2
Grand Total	13	17	56	170	996	1252

3 a and b

We only hold data from the end of 2021. We are also missing one set of data for 2022.

	2021	I2022	I2023	I2024	2025
Asian / Asian British - Any other Asian background		1		1	1
Asian / Asian British - Bangladeshi					
Asian / Asian British - Chinese				1	
Asian / Asian British - Indian				1	

Asian / Asian British - Pakistani		1			
Black / African / Caribbean / Black British - African					
Black / African / Caribbean / Black British - Any other background					
Black / African / Caribbean / Black British - Caribbean					1
Mixed / Multiple ethnic group - White and Black African				1	
Mixed / Multiple ethnic group - White and Black Caribbean				3	
Mixed / Multiple ethnic group - Any Other Mixed / multiple ethnic background				2	2
Mixed / Multiple ethnic group - White and Asian					1
Not known/not provided				4	2
Other ethnic group - Any other ethnic group					
Other ethnic group - Arab					
White - Any Other White background		4	1	8	1
White - English / Welsh / Scottish / Northern Irish / British	20	81	103	149	111
White - Gypsy or Irish Traveller					
White - Irish					
	20	87	104	170	119

c and d

ETHNICITY	LEAVERS BY FINANCIAL YEAR						Grand Total
	2019	2020	2021	2022	2023	2024	
Asian - Indian	1						1
Asian / Asian British - Any other Asian background		1					1
Asian / Asian British - Indian	1						1
Asian / Asian British - Pakistani	3	1					4
Asian / Asian British: Indian						1	1
Asian British				1			1
Asian Indian					1		1
Black - Caribbean		1					1
Mixed - Any other Mixed/multiple ethnic background		1					1
Mixed - White and Asian			1	1			2

Mixed / Multiple ethnic group - Any Other Mixed / multiple ethnic back-ground		1					1
Mixed / Multiple ethnic group - White and Asian			1				1
Mixed / Multiple ethnic group - White and Black Caribbean			1				1
Mixed Other					1		1
Mixed White and Asian						1	1
Not known/not provided	29	23	9	31	20	30	142
Other ethnic group - Any other ethnic group		1					1
Prefer Not to Say				1	16	9	26
White - Any other White background	22	4	3	11	2		42
White - British	4	6					10
White - English / Welsh / Scottish / Northern Irish / British	114	60	72	71	8	5	330
White - Irish	1						1
White British				3	75	63	141
White Mixed					1		1
WhiteOther					4	7	11
Grand Total	175	99	87	119	128	116	724

Context:

The Civil Nuclear Constabulary is a specialist armed police service dedicated to the civil nuclear industry, with Operational Policing Units based at 10 civil nuclear sites in England and Scotland and over 1600 police officers and staff. The Constabulary headquarters is at Culham in Oxfordshire. The civil nuclear industry forms part of the UK's critical national infrastructure and the role of the Constabulary contributes to the overall framework of national security.

The purpose of the Constabulary is to protect licensed civil nuclear sites and to safeguard nuclear material in transit. The Constabulary works in partnership with the appropriate Home Office Police Force or Police Scotland at each site. Policing services required at each site are agreed with nuclear operators in accordance with the Nuclear Industries Security Regulations 2003 and ratified by the UK regulator, the Office for Nuclear Regulation (ONR). Armed policing services are required at most civil nuclear sites in the United Kingdom. The majority of officers in the Constabulary are Authorised Firearms Officers.

The Constabulary is recognised by the National Police Chiefs' Council (NPCC) and the Association of Chief Police Officers in Scotland (ACPOS). Through the National Coordinated Policing Protocol, the Constabulary has established memorandums of understanding with the local police forces at all 10 Operational Policing Units. Mutual support and assistance enable the Constabulary to maintain focus on its core role.

We take our responsibilities under the Freedom of Information Act seriously. If you feel your request has not been properly handled or you are otherwise dissatisfied with the outcome of your request, you have the right to request an internal review. We will investigate the matter and aim to reply within 3 to 6 weeks. You should write, in the first instance to:

Kristina Keefe
Disclosures Officer
CNC
Culham Science Centre
Abingdon
Oxfordshire
OX14 3DB

E-mail: FOI@cnc.pnn.police.uk

If you are still dissatisfied following our internal review, you have the right, under section 50 of the Act, to complain directly to the Information Commissioner. Before considering your complaint, the Information Commissioner would expect you to have exhausted the internal review procedure provided by the CNPA.

The Information Commissioner can be contacted at:

FOI Compliance Team (complaints)
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

If you require any further assistance in connection with this request, please contact us using the details provided above.

Yours sincerely

Kristina Keefe

Disclosures Officer