

Civil Nuclear Police Authority Meeting			
Meeting Date	29 January 2025	Venue	[REDACTED]
Start Time	09.30 hrs	End Time	12.45 hrs
Reference No.	CNPA20250129		
MEMBERS:			
Susan Johnson	CNPA Chair		[REDACTED]
Alyson Armett	Industry Representative Member		[REDACTED]
Andrew Harvey	Independent Member		[REDACTED]
Sir Craig Mackey	Independent Member		[REDACTED]
Sue Scane	Independent Member		[REDACTED]
Chris Pilgrim	Independent Member		[REDACTED]
David Tomblin	Industry Representative Member, EDF		[REDACTED]
Mac MacGill	Industry Representative Member Dounreay		[REDACTED]
In ATTENDANCE:			
Simon Chesterman	Simon Chesterman - Chief Constable		[REDACTED]
Stephen Martin	Deputy Chief Constable		[REDACTED]
Richard Cawdron	ACO Director, Governance and Enabling Services		[REDACTED]
Kerry Smith	Assistant Chief Constable		[REDACTED]
Michael Vance	Assistant Chief Constable		[REDACTED]
[REDACTED]	Board & Committee Secretary		[REDACTED]
[REDACTED]	Senior Staff Officer to Chief Constable Simon Chesterman		[REDACTED]
[REDACTED]	Head of Governance		[REDACTED]
[REDACTED]	Chief Finance Officer		[REDACTED]
[REDACTED]	Board and Committee Manager		[REDACTED]
OBSERVERS:			
[REDACTED]	Department for Energy Security & Net Zero		[REDACTED]
[REDACTED]	Head of CNC Sponsorship, Department for Energy Security & Net Zero		[REDACTED]
[REDACTED]	External Affairs Lead from the Comms Team		[REDACTED]
[REDACTED]	External Affairs Lead		[REDACTED]
APOLOGIES			
Pamela Duerden	Industry Representative Member, NDA		[REDACTED]
[REDACTED]	Department for Energy Security & Net Zero		[REDACTED]
1.	Welcome and Chair's Update (Susan Johnson)		
	<p>1.1 The Chair welcomed all attendees and extended a warm welcome to [REDACTED], who will be succeeding [REDACTED], brings a wealth of experience, having been the Head of Threats to Civil Nuclear, involved with National Security Risk Assessments and emergency response arrangements, part of compliance work with government security standards, red teaming exercises and participation in COBRA operations.</p>		

	<p>1.2 Apologies Apologies were recorded above.</p> <p>1.3 Conflicts of Interest No Conflicts were raised.</p>
2.	<p>Update of events since last the Board</p>
	<p>2.1 The Chair highlighted the following updates:</p> <ul style="list-style-type: none"> • 17 December- APCC Members Council • 14 January 2025 CNPA NED Campaign Shortlisting Meeting • 15 January 2025 QSM - Operational <p>2.2 Update from DESNZ – [REDACTED]</p> <p>■ [REDACTED]</p> <ul style="list-style-type: none"> • Multi-Year Spending Review: The next phase of the spending review would cover the financial years 2026-2027 to 2029-2030. The Capital Departmental Expenditure Limits (CDEL) commission was recently received by the Department, and activity would start in February. Resource Departmental Expenditure Limits (RDEL's) second phase would start in April. Any bids for RDEL need to aim at delivering efficiencies and reducing spend. There will be a detailed examination of all submissions, including any made by CNC. [REDACTED] emphasised the importance of keeping in touch with [REDACTED] for support and guidance during this process and he would try and get the Spending Review (SR) request through as quickly as possible. • [REDACTED] <p>Members made comments, or sought and received assurance on the following:</p> <ul style="list-style-type: none"> • [REDACTED] ■ [REDACTED] ■ [REDACTED] • The Chair was keen to move forward as the timescales between now and when SR bids are due is short and was concerned that developing business cases within that timeframe would be difficult. She raised the importance on reaching an agreement on what goes into the SR and what was needed to deliver the ongoing change programme.

Action 01	[REDACTED]
Decision 01	Authority Members NOTED the updates from the Chair and from [REDACTED].
3.	Approval of minutes of the meeting held on 27 November 2024 (Susan Johnson) Report Ref: PAB(25)R01
Decision 02	The draft minutes of the CNPA meeting held on 27 November 2024 were APPROVED .
4.	Review of the CNPA Rolling Action Log (Susan Johnson) Report Ref: PAB(25)R02 The following actions were discussed and discharged during the meeting : <ul style="list-style-type: none"> • PAB27112024-01, PAB27112024-02, PAB27112024-03
Decision 03	Board Members NOTED the CNPA Rolling Action Log updates.
5.	Chief Constable's Report – Simon Chesterman (CC SC) Report Ref: PAB(25)R03 CC SC provided an update on the headlines of routine and new business since 24 September 2024. Members made comments, or sought and received assurance on the following: <ul style="list-style-type: none"> • [REDACTED] • [REDACTED] • In relation to former officers publishing memoirs, Members were reminded of the requirement for officers to sign non-disclosure agreements and Official Secrets Act so could be legally prevented if needed.
Decision 04	Members NOTED the Chief Constable/Chief Executive's Report.
6.	ITEMS FOR DECISION/ENDORSEMENT
6.1	Strategic Planning - ABP next iteration including Strategic Risk Review – [REDACTED] Report Ref: PAB(25)R04 Approval was sought regarding the next iteration of the Annual Business Plan, following the presentation of the initial draft in November 2024, and a review of the corporate risk register. Members made comments, and sought and received assurance on the following: <ul style="list-style-type: none"> • There was a suggestion to do a stress test against the scoring of the budget risk given all the earlier discussions about future funding. [REDACTED] confirmed that after recent discussions with [REDACTED] the scoring had already been evaluated and had been increased. • Members sought clarity on the AI risk and the requirement for investment. [REDACTED] and [REDACTED] confirmed that any investment would depend upon developing a strategic approach to AI and clarity on the opportunities it can bring.
Decision 05	Members: <ul style="list-style-type: none"> • DISCUSSED the refinement of the key activities for the ABP for 2025/26 (Appendix A) and the associated corporate risk register (Appendix B) • APPROVED the content of the ABP and the proposed corporate risk register

	<ul style="list-style-type: none"> • [REDACTED] noted that key suppliers had recommended the finance team to accept a nomination for the Finance Innovation Award, recognising their efforts and efficiencies in enhancing systems. • [REDACTED] • It was emphasised that cyber training would be a priority, along with a focus on data protection and the responsibilities of asset owners.
Action 04	Richard Cawdron to bring the wider Digital Strategy to the June Authority meeting.
Decision 09	Members APPROVED the scope and overall direction of the Data Strategy
6.7	<p>Delivery on Culture - ACC Kerry Smith Report Ref: PAB(25)R10</p> <p>An update was provided on the ongoing work associated with the Cultural Action Plan and next steps.</p> <p>Members made comments, and sought and received assurance on the following:</p> <ul style="list-style-type: none"> • [REDACTED] noted that the presentation at the People Committee represented a focused piece of work. He emphasised the importance of the dashboard being meaningful for the executive, aiding in decision-making on priorities and clarifying the levers used to drive improvement. • [REDACTED] inquired whether the dashboard would include targets, which would facilitate monitoring progress towards goals rather than just comparing historical performance. ACC Kerry Smith confirmed that this would be considered for certain areas. • A discussion ensued regarding leavers data, its interpretative nature, and measures being implemented to retain staff. • It was confirmed that sensitive data, such as professional standards cases, would not be included in the dashboard but would be addressed in internal governance meetings. • There was a query about establishing a starting point to assess the maturity of performance in this area. Members asked that the reporting against the dashboard was incorporated into the overall performance report methodology and areas of concern or notable improvements were highlighted in the quarterly updates.
Action 05	[REDACTED] to consider how to incorporate key elements of the Cultural Dashboard into the Corporate Performance Report
Decision 10	Members DISCUSSED the progress made since the last meeting and review the draft transformational framework submitted as Appendix A and the first draft of the dashboard submitted as Appendix B.
7.	ITEMS FOR DISCUSSION
7.1	<p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <ul style="list-style-type: none"> ■ [REDACTED] ■ [REDACTED] ■ [REDACTED]

	<p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p>
Decision 11	<p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p>
7.2	<p>Corporate Performance report (Q3) - DCC Stephen Martin Report Ref: PAB(25)R12</p> <p>The report presented corporate performance, risk and progress made against the strategic goals, the Annual Business Plan (ABP) and the Portfolio projects. This report represents the progress up to the end of Q3 for 2024/25. DCC SM covered the exceptions and the actions being undertaken to address the risks.</p> <p>Members sought and received assurance on the following:</p> <ul style="list-style-type: none"> It was queried whether there was any cause for concern regarding long-term sickness data. ACC Michael Vance (ACC MV) advised that there was no particular trend, and it was being monitored carefully. DCC SM added that work had been commissioned to analyse the details under the term 'stress'. The Chair noted that stress was currently an issue for many public sector services. [REDACTED] [REDACTED]
Decision 12	<p>The Board DISCUSSED:</p> <ul style="list-style-type: none"> The progress with the delivery of the ABP for 2024/25 – Appendix A The corporate performance measures and the corresponding risks and projects recorded within Appendix B, against the 3 strategic goals.
7.3	<p>Board Effectiveness Review Action Plan - Chair Report Ref: PAB(25)R13</p> <p>An update was provided on the progress with the actions agreed in response to the Board Effectiveness Review that was undertaken in 2023. The Action Plan was last presented to the CNPA Meeting in March 2024.</p> <p>Members sought and received assurance on the following:</p> <ul style="list-style-type: none"> A discussion took place regarding the scheduling of the next ALB review. No information on the timing of any review has been received from DESNZ or the Cabinet Office. A decision on when to conduct a light-touch self-assessment was under consideration by the Head of Governance and the Chair.
Decision 13	<p>Members NOTED the progress with the actions and DISCUSSED the further activity that may be required</p>
8.	<p>STANDING ITEMS</p>
8.1	<p>Activity Summary Report - CC Simon Chesterman Report Ref: PAB(25)R14</p> <p>The report provided a summary of the activities across the CNC. The report outlined issues that had strategic impact or that are of interest in relation to delivery of the ABP and 3-year strategy.</p>

	<p>Members comments were as follows:</p> <ul style="list-style-type: none"> • [REDACTED] ■ [REDACTED]
Decision 14	The Board NOTED the content of the Activity Summary Report
8.2	<p>SIRO Report - Richard Cawdron Report Ref: PAB(24)R15</p> <p>An update was provided in respect of the CNC Cybersecurity Strategy, Data Strategy and other relevant Information Security matters.</p> <p>Members comments were as follows:</p> <ul style="list-style-type: none"> • [REDACTED] ■ [REDACTED] is conducting a thematic review of leadership of cyber security and the CNPA/CNC will be interviewed at the end of February as part of this review. • [REDACTED]
Action 06	RC to report back on dates for the next Cyber Security Awareness tabletop exercise for the Authority.
Decision 15	Members NOTED the progress of the SIRO report
9.	ITEMS FOR READING
9.1	<p>9.1.1 ARFC – Chair’s update of the ARFC meeting on 28 January 2025 9.1.2 ARFC draft minutes for the meeting held on 25 November</p> <p>[REDACTED] provided a verbal update on the following:</p> <ul style="list-style-type: none"> • [REDACTED] • Procurement Act and the changes coming into force on 24 February had been discussed in detail. • Three internal audit reports were reviewed. Two reports were positive, highlighting progress in accounting and cessation work. The third report, only provided partial assurance, [REDACTED] assurance was given that most of the required work would be completed by the end of January. Members emphasised the importance of appropriately [REDACTED] • Consideration should be given to increasing the Member quoracy of the ARFC. [REDACTED] would liaise with governance colleagues in other forces to compare quoracy numbers.

Action 07	█ to review the quorum requirements for Members when revising the terms of reference for the Audit and Risk Finance Committee (ARFC).
Decision 16	Members NOTED the ARFC items.
9.2	<p>9.2.1 People Committee – Chris Pilgrim gave the following verbal update of the People Committee held on 27 January 2025.</p> <ul style="list-style-type: none"> • ACC KS appointment had significantly advanced critical areas and had fostered a sense of positivity. • Ongoing challenges in relation to behavioural issues were still being addressed as an organisation, however starting to see cases plateau. • Police Regulations and National Agreements paper was discussed. The key points were : <ul style="list-style-type: none"> ○ Alignment with Home Office: police officers’ terms would align with Home Office forces. ○ National Negotiations: Changes negotiated nationally would be implemented in the organisation. ○ Recent Changes: Several changes would be implemented on April 1st, including: <ul style="list-style-type: none"> ▪ Increase in target variable payments up to £2000. ▪ Annual changes for origins. ▪ Increase in on-call payments by £5 to £25. • Budget Assurance: All changes were accounted for in future budget plans, with the only potential cost impact being an increase in holiday entitlements. • Bonus Payments: Additional cash payments for exceptional performance would follow the normal business case process and remain within budgetary constraints. • Approval: The People Committee had approved these changes.
Decision 17	Members NOTED the People Committee items.
9.3	<p>Board Forward Plan – Susan Johnson Report Ref: PAB(24)R17</p> <p>The Chair referenced the various items on the Forward Look for March’s meeting, highlighting in particular the Cyber Strategy, finalisation of Annual Business Plan and the Budget 2025/26.</p>
10.	ANY OTHER BUSINESS
10.1	<ul style="list-style-type: none"> • The next Authority Meeting is scheduled for Monday, 24 March 2025. This would be followed by the formal opening of the Firearms Training Unit – █ on Tuesday, 25 March 2025. • Confirmation there was a Members meeting on Friday 7 February to discuss the Efficiency programme. • March is likely to be █ last Authority meeting as he was changing roles. • The Chair expressed gratitude to █ for her excellent work within the Sponsorship team, especially in navigating changes to the Energy Act, which facilitated CNC's service expansion █
Distribution of Minutes: CNPA Members, CNC Executive	