

Civil Nuclear Police Authority Meeting			
Meeting Date	Monday 24 March 2025	Venue	[REDACTED]
Start Time	14.00 hrs	End Time	17.00 hrs
Reference No.	CNPA24032025		
MEMBERS:			
Susan Johnson	CNPA Chair		[REDACTED]
Alyson Armett	Industry Representative Member, Sellafield		[REDACTED]
Andrew Harvey	Independent Member		[REDACTED]
Sir Craig Mackey	Independent Member		[REDACTED]
Sue Scane	Independent Member		[REDACTED]
David Tomblin	Industry Representative Member, EDF		[REDACTED]
Mac MacGill	Industry Representative Member Dounreay		[REDACTED]
Pamela Duerden	Industry Representative Member, Sellafield		[REDACTED]
In ATTENDANCE:			
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]	Programme Director- Strategic Development		
[REDACTED]	Senior Staff Officer to Chief Constable		
[REDACTED]	Head of Governance		
[REDACTED]	Chief Finance Officer		
[REDACTED]	Board and Committee Manager		
[REDACTED]	Head of IT		
OBSERVERS:			
[REDACTED]	Head of Nuclear Security Policy for Department for Energy Security & Net Zero		
[REDACTED]	External Affairs Lead		
APOLOGIES			
Simon Chesterman	Simon Chesterman - Chief Constable		[REDACTED]
Chris Pilgrim	Independent Member		[REDACTED]
Philip Luxford	Department for Energy Security & Net Zero		[REDACTED]
[REDACTED]	Head of CNC Sponsorship Team DESNZ		
1. Welcome and Chair's Update (Susan Johnson)			
	1.1 The Chair welcomed all attendees. The Chair highlighted that the refurbished Bisley site had shown significant improvements due to the investment. Trainees attending a course that week had expressed positive feedback about the new		

	<p>facilities. [REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</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 reported the following activities:</p> <ul style="list-style-type: none"> • 29 Jan - APCC General Meeting ■ [REDACTED] ■ [REDACTED] ■ [REDACTED] ■ [REDACTED] • 25 Feb - Meeting of APCCS Briefing on the Crime and Policing Bill • 25 Feb DESNZ SoS stakeholder reception, ONR ■ [REDACTED] • 5 March - APCC Members Council • 6 March - ONR Thematic Inspection - Chair interview after 'inspection' • 12 March - Nuclear Chairs Group meeting ■ [REDACTED] <p>2.2 Update from DESNZ – [REDACTED]</p> <ul style="list-style-type: none"> • Energy Security: [REDACTED] discussed the tight settlement for the Spending Review (SR) and the wider challenges around public sector finances. He emphasised the importance of investment for the Nuclear Protection Directorate and the wider nuclear cluster. • NED Appointments: The equality impact assessment had been submitted to the Partnerships team in support of the proposed appointments. ■ [REDACTED] • Future Funding Model: The future funding model has been affected by the SR, and an update would be provided to the Authority in due course. ■ [REDACTED] ■ [REDACTED] <p>Members made comments, or sought and received assurance on the following:</p> <ul style="list-style-type: none"> • The Chair asked for confirmation of phase two of the Spending Review, initial indication to her was 11 June. [REDACTED] would confirm when it was known. • [REDACTED] [REDACTED] [REDACTED] discussed the challenges faced by Site Licence Companies (SLCs) during the SR process and discussed the possibility of protecting an approved medium-term plan in future spending reviews. She highlighted that SLC's were being asked to make considerable savings but at the same time acknowledged that there some cost increases from CNC were unavoidable, and suggested finding a more collaborative approach to deal with these pressures. • [REDACTED] agreed with [REDACTED] points and felt that the SR process was not very good at reflecting the financial costs/pressures between SLC's and CNC and was happy to attend a meeting to discuss this.
Decision 01	<p>Authority Members NOTED the updates from the Chair and from [REDACTED]</p>

	<p>are likely to appeal the ruling. The ruling does not affect staff in the same way as they do have the option for unfair dismissal claim that police officers do not.</p> <ul style="list-style-type: none"> • DCC SM gave a verbal update on the plans for commemorating CNC's 20th anniversary. <ul style="list-style-type: none"> ○ Charitable Fundraising: CNC has chosen to support Cancer Research UK and over the next six months is encouraging all teams to participate in various fundraising activities. ○ Commemorative Coin: A coin was being commissioned. ○ Thanksgiving Service: A service of Thanksgiving and reflection is scheduled [REDACTED], inviting representatives from various teams, organisations and families of fallen officers and staff. This is the day before the July Authority meeting and an invitation will be extended to all Authority members. ○ Communications Plan: A branding plan for the anniversary was being developed, including historical articles and materials reflecting on the past 20 years. • DCC SM also gave a verbal update on professional standard cases: <ul style="list-style-type: none"> ○ There were [REDACTED] and [REDACTED] cases where the investigation was complete, but awaiting a date for either proceedings, a hearing or a meeting. <ul style="list-style-type: none"> ■ [REDACTED] ■ [REDACTED] ○ He gave an overview of a professional standard issue that was being dealt with at one of the sites.
Decision 04	Members NOTED the Chief Constable/Chief Executive's Report.
6.	ITEMS FOR DECISION/ENDORSEMENT
6.1	<p>Annual Business Plan– Head of Governance Report Ref: PAB(25)R21</p> <p>Approval was sought regarding the publication of the Annual Business Plan for 2025/26.</p> <p>Members made comments, and sought and received assurance on the following:</p> <ul style="list-style-type: none"> • [REDACTED] asked for greater clarity on the pie chart showing expenditure. • [REDACTED] found the colour coding on the plan distracting on some pages. The Head of Governance ([REDACTED]) agreed to review and amend with the designer. • [REDACTED] • The Chair praised [REDACTED] and her team for their efforts in compiling the plan and ensuring full consultation and timely publication. .
Decision 05	Members APPROVED the final version of the Annual Business Plan for 2025/26 for publication on the CNPA website subject to the minor amendments being made.
Action 03	[REDACTED]
6.2	<p>Medium Term Financial Plan - Budget 2025/26 – [REDACTED] Report Ref: PAB(25)R22</p>

	<p>Approval sought for the proposed budget for the financial year 2025/26 and the Mutual Aid Rates 2025/26.</p> <p>Members made comments, and sought and received assurance on the following:</p> <ul style="list-style-type: none"> • The Chair asked if DENSZ was aware of the funding and expenditure gaps. █████ confirmed awareness and stated they are reviewing their directorate's spending allocated outside of CNC to try and ease pressure on CNC. • █████ acknowledged budget priorities but noted that delaying less urgent items such as █████ could prevent meeting the 2027 net zero targets, risking future criticism. • █████ advised Members of the significant savings and efficiencies that █████ were required to make and that future years looked incredibly difficult. There would be a need to flex corporate expenditure to match available resources. • █████ raised that there appeared to be two options to address this issue either by changing the way the finances were managed or changing the policing model allocated to policing to sites, recognising the latter was out of CNC's control. • █████ raised a financial discrepancy within table 4.5 of the report and sought assurance of the amount that had been agreed prior to Board. <p>[During the break, Members received a revised table with the correct and previously agreed figure]</p>
<p>Decision 06</p>	<p>Members:</p> <p>NOTED</p> <ul style="list-style-type: none"> • The risks, issues and pressures identified in section 4. • Feedback from the customer engagement in relation to the 2025/26 Budget <p>REVIEWED</p> <ul style="list-style-type: none"> • The assumptions in appendix 1 • Updated MTFP <p>APPROVED</p> <ul style="list-style-type: none"> • 2025/26 Budget • Mutual Aid Rates 2025/26
<p>6.3</p>	<p>Cyber Security Strategy- Richard Cawdron Report Ref: PAB(25)R23</p> <p>Approval was sought for the CNC Cyber Security Strategy 2025-2030.</p> <p>Members made comments, and sought and received assurance on the following:</p> <ul style="list-style-type: none"> • Head of IT █████ assured Members that the strategy's objectives would take account of ONR's feedback following the recent thematic inspection and any response to recommendations would be included in the implementation plan. The plan was regarded as ambitious, acknowledging the challenge due to limited resources and financial constraints. It was noted that lessons learned from cyber incidents, risks, and mitigations were not explicit in the strategy. • █████ provided comments for CNC to consider: <ol style="list-style-type: none"> 1) Greater focus on Response: Be thoroughly prepared to respond to threats immediately. 2) Risk Assessment: Understanding the risks is crucial. The scoring model aids in prioritising which risks are more significant in terms of benefits. 3) Appetite vs. Investment: Assess the cost associated with mitigating risks and the resources required to achieve a target NIST score above 3. 4) Adaptability: Be prepared for changes in regulations and adjust targets accordingly.

	<p>[REDACTED]</p> <ul style="list-style-type: none"> ■ [REDACTED] ■ [REDACTED] ■ [REDACTED]
Decision 09	<p>Members:</p> <ul style="list-style-type: none"> ■ [REDACTED] ■ [REDACTED]
7.2	<p>ONR Cyber Thematic Review feedback - Richard Cawdron Report Ref: PAB(25)R26</p> <p>An update was provided on the ONR Thematic Inspection into cybersecurity and information assurance (CS&IA) leadership, risk management and governance.</p> <p>Members sought and received assurance on the following:</p> <ul style="list-style-type: none"> • The Chair informed the Department that the inspection scope differed from initial expectations but noted valuable learning points. • [REDACTED] inquired about the feasibility of delivering the plan and addressing the issues raised. RC suggested that more emphasis should be placed on assurance, potentially by obtaining external support for the assurance framework. [REDACTED] suggested leaning into [REDACTED] as they had been through this inspection and had very similar findings and would be happy to share their learning points. • [REDACTED] • [REDACTED] suggested discussing cyber issues in detail at a subcommittee level and sharing with Members the work done on mapping our assurance framework and the role of different regulators. • [REDACTED] emphasised from previous experience the importance of leadership in accepting the current state and driving forward with the necessary changes and investments. • The Chair requested that proposals should be presented to the Board on a revised management information suite for the cyber security arrangements. • [REDACTED] discussed the governance structure and informed Members that an internal subcommittee had been established led by [REDACTED]. This subcommittee would report to the newly established Security Committee, which would serve as the accountable body within the organisation for overseeing protective security, including cyber activities.
Action 04	Richard Cawdron to produce proposals for a revised management information suite for cyber security arrangements to June's Board together with the final report from ONR and the accompanying high level action plan for Members consideration.
Decision 10	Members NOTED the ONR Cyber Thematic Review feedback report
8.	STANDING ITEMS
8.1	Activity Summary Report – DCC SM Report Ref: PAB(25)R27

	<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>No comments were raised</p>
Decision 11	The Board NOTED the content of the Activity Summary Report
9.	ITEMS FOR READING
9.1	<p>9.1.1 ARFC draft minutes for the meeting held on 28 January 2025. Report Ref: PAB(25)R28</p> <p>No comments raised.</p>
Decision 12	Members NOTED the ARFC items.
9.2	<p>9.2.1 People Committee draft minutes of 27 January 2025. Report Ref: PAB(25)R29</p> <p>No comments raised.</p>
Decision 13	Members NOTED the People Committee items.
9.3	<p>Board Forward Plan – Susan Johnson Report Ref: PAB(24)R30</p>
10.	ANY OTHER BUSINESS
10.1	The next Authority Meeting is scheduled on 4/5 th June 2025 at [REDACTED]
Distribution of Minutes: CNPA Members, CNC Executive	