Civil Nuclear Police Authority Meeting			
	Thursday 30 July 2025	**Venue**	[redacted]
Start Time	09.30 hrs	**End Time**	13.00 hrs
Reference No.	CNPA30072025		
MEMBERS:			
Susan Johnson	CNPA Chair	[redacted]	
Alyson Armett	Industry Representative Member, Sellafield	[redacted]	
Chris Pilgrim	Independent Member	[redacted]	
David Tomblin	Industry Representative Member, EDF	[redacted]	
Mac MacGill	Industry Representative Member NRS Dounreay	[redacted]	
Pamela Duerden	Industry Representative Member, NDA	[redacted]	
John Campbell	Independent Member	[redacted]	
Nick Payne	Independent Member	[redacted]	
In ATTENDANCE:			
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]	Senior Staff Officer to Chief Constable		
[redacted]	Head of Governance		
[redacted]	Chief Finance Officer		
[redacted]	Head of HR		
[redacted]	External Affairs Lead		
[redacted]	Head of Communication		
[redacted]	Governance & Committee Manager		
[redacted]	Governance Officer		
OBSERVERS:			
[redacted]	Department for Energy Security & Net Zero	[redacted]	
[redacted]	Prospect		
[redacted]	Superintendents Association		
APOLOGIES			
Andrew Harvey	Independent Member	[redacted]	
[redacted]	Head of CNC Sponsorship Team DESNZ		
1.	**Welcome and Chair's Update** (Susan Johnson)		
	1.1 The Chair welcomed everyone and introduced Nick Payne (NP) and John Campbell (JC) as the newly appointed Board Members. **1.2 Apologies**		

	Apologies were recorded above. **1.3 Conflicts of Interest** No conflicts were declared.
2.	**Update of events since last the Board**
	2.1 The Chair provided updates on the following activities since the last meeting. • Attended various meetings regards [redacted] • Update meetings with [redacted] • Meetings with new CNPA Board Members • 25 June – APCC event • 1 July – Police Committee Meeting • 1 July – QSM with DESNZ • 3 July – Nuclear Chairs Group • 9-10 July – Associate Members Meeting 2.2 Update from DESNZ – [redacted] • [redacted] • **Ministerial Changes:** [redacted] noted that Baroness Curran, who had been designated as the sponsor minister, was no longer taking on this role. In the meantime, matters were being directed to Minister Shanks and the Secretary of State, with expectations of a new minister appointment in September. • **Nuclear Programme Developments:** [redacted] highlighted significant government commitments to new nuclear projects, including Sizewell C and the SMR (Small Modular Reactor) programme, with the Department moving into a delivery phase. Further announcements were expected, and [redacted] was committed to sharing details as they became available. • **Nuclear Regulatory Task Force:** [redacted] highlighted the imminent release of the interim report from the Nuclear Regulatory Task Force. While not expecting major impacts on policing, he noted that security considerations were not in the task force's Terms of Reference (ToR's) but could still appear in the conclusion. Members made comments, or sought and received assurance on the following: • [redacted] • [redacted]
Decision 01	Authority Members **NOTED** the updates from the Chair and from [redacted]
3.	**Approval of minutes of the meeting held on 5 June 2025** (Susan Johnson) Report Ref: PAB(25)R49 The Chair approved the minutes from 5 June meeting. Two corrections were noted, first being under item 7.1 [redacted] had attended that meeting and requested for this to be added to the minutes. He also requested that any

	opportunities for service expansion [redacted] were highlighted and discussed with the Authority before progressing. The Chair requested that this should be logged as an action. The second correction was that Pam Duerden (PD) had been incorrectly referenced as the Sellafield industry representative, instead of NDA.
Action 01	Board secretary to amend Authority June minutes to reflect [redacted] attendance at the PSD case assurance group and to record Pam Duerden as the NDA representative.
Action 02	Executive to ensure that any opportunities for service expansion [redacted] are notified/discussed with the Authority before progressing.
Decision 02	The draft minutes of the CNPA meeting held on 5 June 2025 were **APPROVED** subject to amending the minutes to reflect Members' observations.
4.	**Review of the CNPA Rolling Action Log** (Susan Johnson) Report Ref: PAB(25)R50 PAB05062025-01, PAB05062025-02, PAB05062025-03 and PAB05062025-05 actions were discussed and discharged during the meeting. Other updates were detailed on the Action log.
Action 03	Governance and Committee Manager to circulate dates for the Cybersecurity tabletop exercise
Decision 03	Board Members **NOTED** the CNPA Rolling Action Log updates.
5.	**Chief Constable's Report** – CC Simon Chesterman Report Ref: PAB(25)R51 Chief Constable Simon Chesterman (CC SC) provided an update on the headlines of routine and new business since 5 June 2025. Members made comments, or sought and received assurance on the following: • [redacted] • Noted the 20th anniversary celebrations and thanked those who attended and helped organise the Arboretum event. • CC SC highlighted his recent meeting with His Majesty King Charles III at the Nuclear Decommissioning Authority's 70th anniversary event, noted the King's interest in the officers' roles and global operations. • CC SC briefed new members on service expansion, highlighting [redacted] previous support for CNC to develop as a national infrastructure force beyond nuclear policing. • [redacted]
Decision 04	Members **NOTED** the Chief Constable/Chief Executive's Report.
6.	**PSD Updates** – DCC Stephen Martin Verbal Update

	DCC Stephen Martin (DCC SM) gave a verbal update on professional standard cases within the organisation. Members made comments, or sought and received assurance on the following: • long-term trend data for PSD (Professional Standards Department) cases and suspensions, suggesting the Authority receive information or graphs to track ongoing trends. DCC SM agreed, noting that with new Superintendents in place and an analyst [redacted] more analytical reports could be produced, but recommended waiting a few months for more meaningful data. • Members commented that an increase in cases would not necessarily be alarming if it reflected higher standards, and suggested the People Committee might review the data. • [redacted] assured the Authority that the People Committee have detailed oversight of PSD cases.
Action 04	The Performance/PSD teams to gather long term data regarding PSD cases and suspensions so that trends can be analysed for the People Committee, pending DCC SM's assessment.
Decision 05	Members **NOTED** the PSD update
7.	**Update from Staff Associations –** Superintendents Association & Prospect representatives Verbal Updates The Ch/Supt representative from the Superintendents Association reported no issues to raise with the Authority at this time. It was noted that there was general contentment among superintendents, with some excitement due to upcoming Chief Superintendent board appointments. The Prospect representative highlighted two main issues; ongoing pay negotiations (noting the recent civil service pay remit guidance and early-stage discussions) and pension developments (with staff engaging in pension roadshows and awaiting a pension calculator for personal impact assessment). They reported strong staff engagement with the pension roadshow, with 36% of staff attending a recent session. The Chair asked whether the roadshow was well received; and it was confirmed that staff felt more informed and had requested further sessions. It was also emphasised about the importance of the forthcoming pension calculator for individual clarity.
8.	**ITEMS FOR DECISION/ENDORSEMENT**
8.1	**Terms of Reference (annual review) Board, People Committee, ARFC, SAC -** Head of Governance Report Ref's PAB(25)R52a, PAB(25)R52b, PAB(25)R52c, PAB(25)R52d The Terms of Reference for the Board, People Committee, ARFC, and Senior Appointment Committee were presented for their annual review. Members sought and received assurance on the following: • observation of role title inconsistencies in some of the ToRs and queried which committee was responsible for health & safety, ESG, and commercial/pricing activities.

	• It was confirmed a review of commercial lifecycle and reporting lines was underway, which would clarify AFRC committee responsibilities. [redacted] advised in relation to the commercial aspects for the team to consider the services that CNC buy in and the risks associated with the procurement supply chain. • It was highlighted that Health & Safety was reported through the People Committee; and ARFC would be updated to reflect fraud and procurement oversight. • [redacted] the Chair objected to reducing the paper distribution deadline to five days and requested consistency in draft minute clearance (should be by the Chair, then the committee). • The Chair requested explicit reference to effectiveness reviews in the Authority ToR, in line with government guidance.
Action 05	The Authority ToR and SAC ToR to be reviewed for consistency in job titles by the Chair and Head of Governance and 5 working days for circulation of papers to be retained. ToRs for ARFC and People Committee to be amended by Head of Governance to reflect responsibilities for Health & Safety and procurement, and reference to ARAC guidance from the Cabinet Office, and returned to their respective committees for final clearance after amendments.
Decision 06	Members **DISCUSSED** and **REVIEWED** the ToR's for the Authority, People Committee, ARFC, and Senior Appointment Committee. The following was agreed. • ToRs for ARFC and People Committee would return to their respective committees for final clearance after amendments. • The Authority ToR and SAC ToR (with minor amendments) would be cleared by the Chair and Head of Governance. • The five-day paper distribution proposal was rejected; the current process would remain. • All ToRs would be updated for consistency, clarity, and compliance with external guidance before final approval.
8.2	**Scheme of Delegation –** Head of Governance Report Ref: PAB(25)R53 The Financial and Corporate Scheme of Delegation (F&CSoD) was presented for its annual review and approval. Members made comments, and sought and received assurance on the following: • [redacted] queried why the Cabinet Office controls website had not updated the new thresholds, despite formal communication elsewhere. Head of Governance advised they had found the new guidance but the website lagged behind; the internal version had been updated since its submission to the Authority. • The Chair raised a general point to [redacted] about the need for better communication from the sponsor Department regarding updates like Dear Accounting Officer (DAO) letters and Cabinet Office guidance, noting that other ALBs receive such updates through regular meetings, which did not seem to be the case for CNC. • [redacted] confirmed there was a central partnerships team in the Department responsible for such communications and agreed to flag the issue. • Head of Governance clarified that DAO letters were available online, but the team had previously expected to receive them directly; they would now proactively check for updates. • It was agreed to monitor how such updates were received and incorporated, with Head of Governance and [redacted] to follow up if necessary.

	• No objections were raised to the updated financial delegations, and the changes were acknowledged as necessary and appropriate.
Action 06	Head of Governance and [redacted] to follow up on improving the process for receiving and communicating DAO letters and other key departmental updates.
Decision 07	Members **DISCCUSSED** and **APPROVED** the reviewed Financial and Corporate Scheme of Delegation.
8.3	**Finance Report** [redacted] Report Ref: PAB(25)R54 [redacted] [redacted]
Decision 08	[redacted].
9.	**ITEMS FOR DISCUSSION**
9.1	**ONR Cyber Thematic Inspection final report and delivery plan** – Richard Cawdron Report Ref: PAB(25)R55 An update was provided on the outcome of the ONR Thematic Inspection into cybersecurity and information assurance (CS&IA) leadership, risk management and governance, [redacted] Members made comments, and sought and received assurance on the following: • [redacted] • RC confirmed ongoing regular meetings with the ONR inspectors and agreed to review the timetable and consider adjusting deadlines if possible.

	• Members requested that the delivery plan be shared with the Authority for assurance before submission to ONR, noting only two meetings remain before the ONR deadline. The Chair stated that it was probably more realistic for the details of the plan to come to November's Board • [redacted] offered to discuss technical details outside of the meeting; [redacted] • RC clarified that the SIRO portfolio handover mentioned in the paper was premature; responsibility for the plan remained with him for now. He also gave assurances that the team were working hard on addressing the actions. • [redacted] • RC confirmed the Head of IT had been appointed and would bring extensive expertise. • It was agreed that an update on progress and resourcing would be provided at the September Authority meeting, with the plan to be shared with the Authority before submission to ONR.
Action 07	**ONR Cyber Thematic Inspection** Richard Cawdron to: • Review and, if possible, adjust the delivery plan timetable and include pre-meetings with ONR. • Update and share the delivery plan with the Authority before submission to ONR • Update on resourcing for the plan to be provided at the September Authority meeting. (note that post meeting this was agreed with the Chair to come to the November CNPA meeting)
Decision 09	Members **NOTED** the ONR Cyber Thematic Inspection final report and delivery plan and **ENDORSED** the approach, with the expectation of further updates and assurance before final submission
9.2	[redacted]
Decision 10	[redacted]
9.3	**ONR Vetting Inspection** - ACC Kerry Smith Report Ref: PAB(25)R57 An update was provided on recent Office for Nuclear Regulation (ONR) communication with the Civil Nuclear Constabulary about inspection findings relating to CNC's personnel security and workforce trustworthiness arrangements. Members sought and received assurance on the following:

	• [redacted] • query about improvements in maintaining vetting and annual appraisals and whether there was increased attention from ONR. Both ACC KS and CC SC advised that processes were now more robust, and performance was being closely monitored. Assurances were given that a lot of the issues were relatively minor and straight forward to address and the organisation was in a much stronger position than before. a query on how regulatory interactions were being managed and tracked within CNC, suggesting a more structured approach with ONR, similar to industry level meetings, noting the complexity arising from the multiple regulatory bodies overseeing the CNC. • [redacted] asked for clarification on the number of regulatory issues and offered support as his team had been through the process. ACC KS confirmed there were 12 separate issues under one regulatory notice, mostly related to providing additional evidence and process rather than substantive failures. • The Chair raised the challenges posed by the various regulators and the differing frameworks used to inspect CNC, which have been discussed with the Department. Members concluded there is a need for better relationship management and assurance mapping for regulatory interactions, suggesting a diagrammatic representation of responsibilities and assurance lines for the Authority.
Action 08	ACC KS to bring an update the Authority on the progress of the vetting action plan as work advances.
Action 09	Executive to develop a clearer internal framework for managing and tracking regulatory interactions, including a diagrammatic representation of responsibilities and assurance lines for the Authority.
Decision 11	Members **NOTED** the ONR Vetting Inspection update and ENDORSED the agreed action plan with ONR to address vetting issues by Christmas, with regular monitoring and updates from the vetting team.
9.4	[redacted]
Decision 12	[redacted]
9.5	**Stakeholder Survey results -** [redacted] Report Ref: PAB(25)R58

	An update was provided on the outcome of the CNC stakeholder survey and inform Members of the recommendations for next steps. Members sought and received assurance on the following: • Members queried how often the Authority should hear about stakeholder views and how the full range of stakeholders (including regulators and the public) should be defined and engaged. • It was advised that the [redacted] would develop a Stakeholder Engagement Plan using the results from the survey, and that it would be dovetailed with the Communications and Engagement plan, and brought to the Strategy Day (November) for review and discussion. • The Authority agreed to use the survey results to inform future engagement and communications planning, and to consider more structured, two-way mechanisms for stakeholder feedback. • The dashboard and data analysis approach used for the survey was commended and would support ongoing monitoring. • The Chair observed that the feedback did not fully acknowledge CNC's ambition and agility, particularly in light of service expansion initiatives, and recognised that further work was needed in this area.
Action 10	Stakeholder Engagement Plan to be discussed and reviewed at November's Strategy day.
Decision 13	Members **NOTED** the outcomes of the CNC stakeholder survey and **APPROVED** the recommendations for next steps.
[David Tomblin left the meeting at 12:20hrs]	
9.5	**MTFP assumptions and high level SR impact** – CFO Report Ref: PAB(25)R59 An update was provided on the assumptions from the MTFP presented to the CNPA in March 2025 to also highlight key changes and identify issues that will need to be considered when building the financial plan for 2026/27 and future years. Members sought and received assurance on the following: • [redacted]

	• [redacted]
Action 11	[redacted]
Action 12	[redacted]
Decision 14	Members **REVIEWED** and **DISCUSSED** the assumptions in appendices 1 and 2.
9.6	**Corporate Performance Report Q1** - DCC Stephen Martin Report Ref: PAB(25)R60 The report presented corporate performance, risk and progress made against the strategic goals, the Annual Business Plan (ABP) and the Portfolio projects. Members sought and received assurance on the following: • [redacted]
Decision 15	Members **NOTED** the Corporate Performance Report Q1
10.	**STANDING ITEMS**
10.1	**Activity Summary Report** – CC Simon Chesterman Report Ref: PAB(25)R61 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. Members sought and received assurance on the following: • The Chair inquired about the concept of a 'stay' interview and was informed that it involves engaging with employees who may be considering leaving the organisation, to discuss retention options and gather valuable feedback. It was further noted that these interviews have had some success in retaining staff. • [redacted] commended the positive activities highlighted in the report such as progress [redacted] strong deployability and off site patrols etc.
Decision 16	The Board **NOTED** the content of the Activity Summary Report [redacted] nd to update the Authority as needed.
11.	**ITEMS FOR READING**
11.1	11.1.1 **ARFC draft minutes for the meeting held on 17 July 2025.** Report Ref: PAB(25)R62

	9.1.2 ARFC – Chair's update of the ARFC meeting on Chair's update for ARA scrutiny panel on 27 May and ARA telecom 4 July and ARFC on 17 July 2025 Report Ref: PAB(25)R63 No comments were raised.
Decision 17	Members **NOTED** the ARFC items.
11.2	9.2.1 **People Committee draft minutes of 2 July 2025.** Report Ref: PAB(25)R64 9.2.2 **People Committee – Chair's update of the People Committee meeting on 2 July 2025** Report Ref: PAB(25)R65 The Chair commended the team if their innovative efforts to change the PDR process and the huge increase in completion rates (40% to 91% following the new system's implementation).
Decision 18	Members **NOTED** the People Committee items.
11.3	**Board Forward Plan** – Susan Johnson Report Ref: PAB(24)R66 This will be updated after the meeting to include the actions agreed upon during the discussion.
12.	**ANY OTHER BUSINESS**
12.1	The Chair confirmed that the next Authority Meeting would be held at [redacted] on 10 September 2025, coinciding with the Awards ceremony that evening.
Distribution of Minutes: CNPA Members, CNC Executive	