[redacted]

Civil Nuclear Police Authority Meeting			
Date	5 February 2026	**Venue**	[redacted]
Start Time	09:30 hrs	**End Time**	12:52 hrs
Reference No.	CNPA05022026		
MEMBERS:			
Susan Johnson	CNPA Chair		[redacted]
Chris Pilgrim	Independent Member		
Mac MacGill	Industry Representative Member NRS Dounreay		[redacted]
Pamela Duerden (left at 12:02 hrs)	Industry Representative Member, NDA		[redacted]
John Campbell	Independent Member		[redacted]
Nick Payne	Independent Member		[redacted]
Alyson Armett	Industry Representative Member, Sellafield		[redacted]
IN ATTENDANCE:			
Simon Chesterman	Chief Constable		[redacted]
Stephen Martin	Deputy Chief Constable		
Richard Cawdron	Assistant Chief Officer, Governance and Enabling Services		[redacted]
Michael Vance	Assistant Chief Constable		[redacted]
[redacted]	Governance & Committee Manager		
[redacted]	Governance & Committee Secretary - Minutes		
[redacted]	Senior Staff Officer to Chief Constable		
[redacted]	Head of Governance & Assurance		
[redacted]	Chief Finance Officer		
[redacted]	Project Manager		
[redacted]	Head of Assets & Infrastructure		
[redacted]	Chief Digital Officer		
OBSERVERS:			
[redacted]	Department for Energy Security & Net Zero		[redacted]
[redacted]	Head of CNC Sponsorship Team DESNZ		
[redacted]	External Affairs Lead		
APOLOGIES			
Andrew Harvey	Independent Member		[redacted]
Kerry Smith	Assistant Chief Constable		
1.	**Welcome and Chair's Update** (Susan Johnson)		
	1.1 The Chair welcomed everyone and thanked them for attending.		

[redacted]

	1.2 Apologies Apologies were as noted above. **1.3 Conflicts of Interest** No conflicts were declared.
2.	**Update of events since last the Board**
	2.1 The Chair attended the following events and activities since the CNPA meeting in November 2025: • 1 December – Meeting with the IOPC Director of Engagement, [redacted] • 2 December – Association of Police and Crime Commissioners (APCC) Members' Council • 17 December – APCC Associate Members' Meeting on the Police Landscape • 14 January – Members' Council Meeting • 20 January – Nuclear Decommissioning Authority (NDA) event at Nuclear Week in Parliament • 28–29 January – APCC General Meeting **2.2 Update from the Department for Energy Security and Net Zero (DESNZ).** [redacted] advised members of the following: • [redacted]. • The Advanced Nuclear Technology Framework has been published, setting out how private vendors can enter the UK market, the support available to them, and the conditions for government financial assistance. It consolidates existing and new policies, including requirements for domestic nuclear fuel testing and clear waste-management routes. The framework supports United Kingdom (UK) /United States (US) commitments to encourage US vendor participation and aligns regulatory processes to reduce licensing timelines for vendors operating in both jurisdictions. • Publication of the Police Reform White Paper, while not currently directly affecting the Civil Nuclear Constabulary (CNC), may present future legislative opportunities relevant to the organisation. [redacted] Some provisions intended for Home Office (HO) forces could inadvertently affect non-HO forces, highlighting the need for continued engagement with relevant policing bodies and the HO. • [redacted]. • The upcoming government response to the Nuclear Regulatory review is still in development, with cross-government agreement on the delivery plan yet to be

	finalised. No regulatory changes identified to date are expected to impact the CNC. Safeguarding and security were kept out of scope of the review, and existing security arrangements will continue as they are.
Decision 01	CNPA members **NOTED** the updates from the Chair and from the Department for Energy Security and Net Zero.
3.	**Approval of minutes of the meeting held on 27 November 2025** (Susan Johnson) Report Ref: PAB(26)R01
Decision 02	CNPA members **APPROVED** the minutes from the last CNPA meeting held on 27 November.
4.	**Review of the CNPA Rolling Action Log** (Susan Johnson) Report Ref: PAB(26)R02 PAB27112025-04 – An update on the IMS2 contract was provided, confirming that work is ongoing. The action log will be updated accordingly, after which members agreed the action could be discharged. [redacted] PAB10092025-04 – [redacted] will be presenting a case to the HO regarding the challenges presented by the continued changes to the Emergency Services Mobile Communications Programme's (ESMCP) timeline and associated financial pressures, and seeking clarity on the expected transition date. The Chair sought members' views on whether ESMCP should remain as a standing agenda item, noting that the outstanding issues are being addressed through ongoing finance and headroom discussions. Members agreed that the remaining ESMCP matters are primarily financial and will be considered under the finance item. Members therefore noted the departmental update, and ESMCP will no longer be taken as a separate agenda item. All other actions updates are as detailed in the Action Log.
Decision 03	CNPA Members **NOTED** the CNPA Rolling Action Log updates.
5.	**Chief Constable's Report** – CC Simon Chesterman Report Ref: PAB(26)R03 Chief Constable Simon Chesterman (CC SC) provided an update on the headlines of routine and new business since the last CNPA meeting in November 2025. CNPA Members noted and sought assurance on the following: • Most recommendations from the Angiolini enquiry part 2, are not directly applicable to the CNC, as they concern investigative practices within HO forces. Organisational awareness is still required, particularly in relation to internal investigations and relevant actions have been incorporated into the existing plan coordinated by ACC Kerry Smith (ACC KS). • Following the Policing Reform White Paper governance arrangements remain unclear, and there is concern regarding the potential impact on non-Home Office forces. CC SC is engaging with the 3 other non-Home Office forces and the Police Reform team to ensure CNC interests are reflected in the reform process. [redacted]

[redacted]

	[redacted] • Recent virtual Chief Constable's Roadshows drew approximately 650 attendees. Feedback was positive, with useful questions raised during and after the sessions, including from officers who have transferred into non-nuclear roles who reported being content in their positions. • In relation to Professional Standards (PSD) matters, the Communications team are well prepared to deal with any arising matter as a result of recent misconduct proceedings. • Executive engagement through focus groups, site visits and the roadshows indicates generally positive morale, with officers reporting clear strategic direction, strong support and improved cultural alignment. [redacted] • Themes emerging from recent engagement activity, include a strong interest in the future direction of the CNC and the Efficiency and Continuing Improvement Programme (ECIP), with police staff in particular contributing ideas for improving systems and processes. Morale concerns raised were minor and focused on practical issues, indicating broader organisational confidence. • It was confirmed that the next people survey will be the Oscar Kilo (OK) well-being survey and preparatory work for this is underway. The intention is to review feedback from the previous survey and communicate outcomes to the organisation before launching the next round of engagement. • The Barred and Advisory List regulations may have implications for the Civil Nuclear Polce Authority's (CNPA) governance and legal duties. A paper will be brought to the March meeting outlining the relevant regulatory requirements and preparatory work underway ahead of implementation expected in July.
Decision 04	Members **NOTED** the content of the Chief Constables report.
ACTION 01	[redacted]
6.	**ITEMS FOR DECISION/ENDORSEMENT**
6.1	[redacted]

[redacted]

[redacted]

	[redacted]
Decision 05	Members **NOTED** the content of the Budget 2026/27 paper.
Decision 06	[redacted]

[redacted]

Decision 07	[redacted]
ACTION 02	[redacted] to recirculate the efficiency presentation to all CNPA members.
6.2	**Annual Business Plan** – Richard Cawdron Report Ref: PAB(26)R05 Members were presented with the draft version of the 2026/27 Annual Business Plan, ahead of design and publication. Members approval was sought for the Annual Business Plan for 2026/27 subject to any suggested amendments. CNPA Members noted and sought assurance on the following: • Members are asked to submit any significant content changes by the end of next week to meet publication timelines. • Financial tables (Part B) will be finalised once remaining background information is received. • The final deadline for amendments / feedback is by 13 February 2026.
Decision 08	Members **NOTED** the contents of the draft Annual Business Plan.
Decision 09	Members **APPROVED** progressing with the current draft of the Annual Business Plan, with final comments due by 13 February 2026, and all outstanding updates, including financial tables and content amendments, to be incorporated prior to publication.
ACTION 03	[redacted] to confirm whether a glossary is included in the Annual Business Plan and arrange for one to be added if required.
ACTION 04	[redacted] to review the governance framework section to ensure senior roles, including that of the Chief Constable, are included.
	[redacted]

	• [redacted]
Decision 10	[redacted]
7.	**ITEMS FOR DISCUSSION**
7.1	**Finance Report (P9) –** [redacted] Report Ref: PAB(26)R07 Members were provided with details of the year-to-date CNPA financial performance at the end of December 2025 Period 9 (P9) and the Quarter 3 (Q3) forecast for the full financial outturn. CNPA Members noted and sought assurance on the following: • [redacted]
Decision 11	[redacted]
ACTION 5	[redacted]
7.2	**Q3 Corporate Performance Report** – DCC Stephen Martin Report Ref: PAB(26)R08 Members were invited to note the contents of the Q3 Corporate Performance Report. CNPA Members noted and sought assurance on the following: • Notable progress in Q3 included approval of the stakeholder strategy, completion of the draft 2026/27 budget, award of the IMS2 contract, completion of the cultural maturity framework baseline assessment, and Procurement achieving a substantial assurance rating under the new Procurement Act internal audit. The Chair commended the Procurement Team for achieving this highlighting that it reflects strong compliance with the updated regulatory framework and effective communication of the new requirements to budget holders and contract managers.

	• The Chair commented that the inclusion of corporate risks on the performance report demonstrates good governance practice and acknowledged that risks are monitored in more detail by the ARFC and the Executive.
Decision 12	Members **NOTED** the contents of the Q3 Corporate Performance Report.
7.3	**Efficiency & Continuous Improvement Programme update** – DCC Stephen Martin. Report Ref: PAB(26)R09 Members were invited to note the content of the Efficiency & Continuous Improvement Programme update. CNPA Members noted and sought assurance on the following: • A recent Senior management review resulted in removal of 25 posts • With effect from 6 April, two Superintendent posts will be formally removed. The Senior Management Appointments Panel has allocated the remaining posts, resulting in some redistribution among substantive Superintendents. This will represent the first visible phase of programme delivery at senior level • The Training Division review has now been completed. The findings and potential savings are being considered ahead of submission to the next Programme Board meeting. • The business case relating to the proposed corporate bonus has been noted but cannot progress in the current financial year. The proposal will be retained for consideration in the next financial year. • The training relocation business case is progressing, aiming for savings within this financial year. • A robust communications plan is in place, with ongoing engagement across the CNC. Recent communications have included the launch of an organisation wide initiative inviting staff to contribute ideas to the improvement programme. • Engagement activity continues, including a dedicated session held this week with approximately 20 police staff. • Members commended the strong governance, diligence and positive behavioural change demonstrated through the programme. It was noted that staff are increasingly engaged in identifying efficiency opportunities, which was recognised as a positive cultural shift for the organisation. • Members noted the suggestion to explore emerging artificial intelligence (AI) tools to support further efficiency gains. Members agreed it would be beneficial for the Digital Team to review current AI developments and assess any potential value to the organisation. There is also a national AI workstream within government services. • The Chair thanked DCC Stephen Martin (DCC SM) for the rigour applied throughout the process and to [redacted] in securing the necessary funding.
Decision 13	Members **NOTED** the contents of the Efficiency & Continuous Improvement Programme update.
ACTION 6	[redacted]
7.4	**SIRO Report** – Richard Cawdron Report Ref: PAB(26)R10

	Members were provided with and update on Cybersecurity and Information Assurance (CS&IA) including progress made against the CNC Digital Strategy, Cybersecurity Strategy, Data Strategy and [redacted] CNPA Members noted and sought assurance on the following: • [redacted] • The CNC will align to the National Cybersecurity Centre (NCSC) Cyber Assessment Framework (CAF), which is the established framework for critical nuclear infrastructure and therefore the appropriate standard for this work. • [redacted] • Members noted the need to bring ONR, DESNZ and internal requirements together under a single programme to enable clearer prioritisation and resource planning. • [redacted] • Members emphasised the need for proportionate risk management informed by both internal work and external context. Assurance was given that national-level threats are being monitored and that this information will inform ongoing work, with further evidence to be provided on how risks are being understood and mitigated. • Members noted that the CNC is a critical supplier within the wider nuclear supply chain, and customer expectations of supplier cyber resilience must be considered. • A progress report on the CS&IA will be brought to the March CNPA meeting. Performance dashboards and related metrics will be reported through the SPPRG.
Decision 14	Members **NOTED** the contents of the SIRO report.
ACTION 7	[redacted]
ACTION 8	[redacted] to provide information on the resources required for delivery of the cybersecurity and assurance improvement plan, including how those resources will be deployed and funded.

7.5	**HQ Project Progress update** – Richard Cawdron / [redacted] Report Ref: PAB(26)R11 Members were invited to note the update on the progress of the HQ Project and received a presentation from the Project Manager which included explanation of the detailed floor plans. [redacted]
Decision 15	Members **NOTED** the update on the progress of the HQ Project.
7.6	**Non-Nuclear Full Operating Capability update** – ACC Michael Vance Report Ref: PAB(26)R12 Members were invited to note the content of the Non-Nuclear Full Operating Capability update. CNPA Members noted and sought assurance on the following: • Members noted the programme's success and highlighted the value of capturing learning from what has worked well, not only from areas requiring improvement. A post-implementation benefits review will be undertaken at the appropriate stage of the project, and members expressed interest in receiving this as part of the end-of-project reporting.
Decision 16	Members **NOTED** the content of the of the Non-Nuclear Full Operating Capability update.
8.	**STANDING ITEMS**
8.1	**Activity Summary Report** – CC Simon Chesterman. Report Ref: PAB(26)R13 Members were invited to note the content of the Activity Summary report. CNPA Members noted the following: • Initial Foundation Programme (IFP)107 are graduating on 6/7 February 2026. • The next intake of officers commences on 10 February and is a mixture of new recruits and transferees from HO forces. • Interest in joining the CNC remains strong, and efforts by the Training Division have increased pass rates. • The diversity of new recruits continues to improve. • The CNC has been selected as 1 of only 3 forces nationally to contribute subject-matter expertise to the reform of Occupational Health, reflecting the organisation's strong reputation in this area.
Decision 17	Members **NOTED** the content of the Activity Summary Report.
9.	**ITEMS FOR READING**
9.1	**Board Forward Plan** – Susan Johnson Report Ref: PAB(24)R94 The Chair confirmed that CNPA members had the Forward Work Programme.
Decision 18	Members **NOTED** the contents of the Board Forward Plan.
10.	**ANY OTHER BUSINESS**
10.1	[redacted]

	[redacted]
Decision 19	[redacted]
ACTION 9	[redacted]
	Closing comments – Chair The CNPA meeting in June is likely to now be held [redacted] and confirmation will be provided as soon as arrangements have been finalised. The Chair thanked all attendees for their contributions and the timely submission of papers.
Distribution of Minutes: CNPA Members, CNC Executive	