

NOT PROTECTIVELY MARKED



Civil Nuclear Constabulary

Welsh Language Scheme Monitoring Report

March 2010

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Introduction

The Civil Nuclear Police Authority's Welsh Language Scheme was prepared in accordance with the Welsh Language Act 1993. This was the Police Authority's first scheme and it was approved by the Welsh Language Board on the 31st March 2008.

Since then, the Civil Nuclear Constabulary has been successfully implementing the Action Plan on behalf of the Police Authority as agreed with the Welsh Language Board.

The Civil Nuclear Police Authority and Civil Nuclear Constabulary (hereafter known as the 'Constabulary') were established on 1 April 2005, as directed by the Energy Act 2004. The organisation operates under the strategic direction of the Department of Energy and Climate Change (DECC).

The function of the Police Authority is to ensure that the Constabulary is efficient and effective and meets the policing requirements of stakeholders in the nuclear industry in accordance with the strategic direction set by the Police Authority. Objectives and performance targets for the Constabulary are agreed between the Chief Constable and the Police Authority and are then published as part of the *Three-Year Strategic Policing Plan* (available at: www.cnpa.police.uk and www.cnc.police.uk). A Welsh version of this document is due for publication soon.

A key objective for the Police Authority is to verify the continued effectiveness of Constabulary operations in line with the security standards set by the Director of Civil Nuclear Security. The Authority provides the framework for strong strategic governance and accountability to the Secretary of State and is also responsible for increasing openness and transparency in the activities of both the Police Authority and the Constabulary.

The Constabulary is a specialist armed police service dedicated to the civil nuclear industry, with Operational Policing Units based at 15 civil nuclear sites in England, Scotland and Wales and almost 1000 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 or Scottish police force at each site. Policing services required at each site are agreed with nuclear operators in accordance with the Nuclear Industries Security Regulations 2003 (NISR) and ratified by the UK regulator, the Office for Civil Nuclear Security (OCNS). To comply with the NISR, 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 (AFOs).

The Police Authority's Welsh Language Scheme covers the organisation's only Welsh location; the Wylfa Unit based on the island of Anglesey. The Constabulary's work concentrates on operational procedures at the Unit and incorporates a Memorandum of Understanding with North Wales Police. The Wylfa Unit comprises of Police Officers and as specific deployment figures and details of unit level operations are not divulged to the public, there are no further details of the day-to-day operation of Wylfa provided within this publication.

Work surrounding the Police Authority's Scheme applies to the conduct of public business in Wales. The demarcation of the business described within this publication is between a corporate approach and a local approach.

Successes in 2009-10

- Emails: all Wylfa Officer emails now end with bi-lingual signatures
- Intranet: background to the Welsh Language Scheme is now accessible to all Constabulary Officers and Staff
- Website development: both the main Constabulary website and Constabulary Recruitment website include bi-lingual pages relating to the Wylfa Unit and Welsh Language Scheme
- Anglesey Show: the Constabulary was able to positively promote its role within the local community and commitment to the Welsh Language through attendance at the Show
- Trainer identified: a local trainer in Welsh Language has been identified to roll out Welsh Language training throughout 2010-11

Challenges for 2010-11

- Meeting in Public: the Civil Nuclear Police Authority plans to hold a meeting in public in Wales for the first time in September 2010
- Annual Report: for the first time an executive summary of the *Civil Nuclear Police Authority Annual Report and Accounts* will be produced in Welsh
- Warrant cards: warrant cards for all Wylfa Officers will be re-produced to include dual language
- Welsh Language training: 75% of Wylfa Officers as well as a number of Officers and Staff drawn from across the Constabulary will be trained in the Welsh Language to level 1. Additional commitment has been made to train individuals who have already achieved the level 1 to level 2 standards
- Updating public materials: key public materials will be reviewed and as appropriate updated in dual language format

Welsh Interpreters at Public Meetings

Public Meetings

The Wylfa Unit has not run any meetings to date where members of the public or representative bodies have been invited.

Bilingual Welsh/English speaking representatives from the Constabulary have attended site meetings run by Magnox, where the following public bodies have also attended:

- Nuclear Decommissioning Authority
- Nuclear Installations Inspectorate
- Environment Agency
- Local and National Health Authorities
- Town Counsellor
- Community and County counselors
- Campaign for the Protection of Rural Wales
- Department for Energy and Climate Change

Welsh Interpreters are made available at these meetings through Magnox.

Constabulary Officers who attend these meetings have bilingual Constabulary business cards to hand out if required.

In the event that the Constabulary specifically requires a Welsh interpreter for public events, the Constabulary has access to interpreters through either the Magnox Communications Department or North Wales Police.

Anglesey Show

The Constabulary attended the Anglesey Show in August 2009 and provided four days commitment to the show. Initiatives included:

- Bilingual banners
- Bilingual display boards
- Informative literature for school children in both English and Welsh
- Four mannequins that children could dress in the bilingual Constabulary uniform
- Force communications vehicle with bilingual signage

Bilingual Constabulary Officers attended the show, and the Constabulary display area was considered to be well received by members of the public. An article featuring the Constabulary was included in *Wyl-Power*, the staff magazine for the Magnox Wylfa site.

The Constabulary is committed to attending the Anglesey Show again in the future, viewing the show as an excellent opportunity to interact with members of the public and to positively promote the Constabulary throughout the local community.

Welsh Correspondence

It is estimated that approximately fifty items of correspondence are received each quarter by the Wylfa Unit. The majority of correspondence received in Welsh originates from North Wales Police and the Welsh Language Board and is sent bilingually via email to the Wylfa Unit.

The Wylfa Unit currently continues to communicate internally and externally in English. This is due to the lack of Officers at the Wylfa Unit who are fully fluent in written Welsh as English is the primary language at the Unit. However as a new initiative for 2009-10, all Wylfa Officer emails close with a bilingual signature.

Materials Published in Welsh

Independent Police Complaints Commission Material

Independent Police Complaints Commission (IPCC) leaflets are made available to the public in both Welsh and English. Bilingual information is also available on the IPCC website. Should a member of the public need to make a complaint against a Constabulary Officer, they need to refer to these leaflets and are able to choose Welsh or English forms when lodging a complaint. To date there have been no complaints made against the Wylfa Unit.

Stop and Account Statement Books

All Wylfa Officers have been provided with individual stop and account forms and MG11 (Statement) forms in both Welsh and English, effective from August 2008. Should a member of the public be stopped and a statement taken, the individual has the opportunity to select their form of choice and complete the forms in either Welsh or English.

Civil Nuclear Constabulary Website

There has been a significant increase of Welsh Language Scheme coverage on the new Constabulary website. Information about the Scheme and about the Constabulary are accessible in both Welsh and English.

Civil Nuclear Constabulary Intranet

Staff and Officers have access to more information than ever before about the Constabulary response to the Welsh Language Scheme with an increase in the information devoted to this.

Welsh Language Policies and Initiatives

Bilingual Uniform

All Officers at the Wylfa Unit have now been issued with bilingual uniform including caps, high visibility jackets, fleece jumpers and patches that they can sew onto other items of Constabulary uniform.

Welsh/English Police Signage

One of the first Constabulary bilingual initiatives completed was to change the signage on Constabulary vehicles to read "Police / Heddlu". This was undertaken very quickly, as the police vehicles are highly visible around the local community. New vehicles purchased in 2009-10 have received bilingual signage.

External and internal bilingual "Police / Heddlu" signage has been erected at the Wylfa Site in place of the English "Police" signage.

Welsh Language Training at the Wylfa Unit

C1 Language Course

All Officers at the Wylfa Unit have been given the opportunity to participate in Welsh Language courses, either through attending the C1 Language Course or through the Welsh Language Self Assessment course.

There is a commitment from the Constabulary to provide Welsh Language Training to Wylfa Officers. It is recognised by the Constabulary that Welsh is the primary language in parts of Anglesey, and that the public is highly responsive to the efforts that Officers at the Wylfa Unit make in communicating bilingually. To meet this commitment, the Constabulary has secured budget and identified an Anglesey-based trainer to deliver level 1 and level 2 training in 2010-11. Although the primary focus will be on Wylfa based Officers, Staff and Officers from throughout the Constabulary will be invited to participate. It is anticipated that 75% of Wylfa-based Officers will have completed level 1 training in the Welsh Language by the close of 2010-11.

Welsh Awareness Training

The Constabulary has secured from the Welsh Language Board a Welsh awareness training pack. It is the intention of the Constabulary to use this information to develop Welsh awareness pages for our intranet for use by new recruits, Wylfa Officers, and anyone with an interest in the Welsh Language.

Recruitment / Civil Nuclear Constabulary Careers Website

Recruitment

Recently there have been no recruitment campaigns that have specifically targeted recruits for the Wylfa Unit, due to the unit being fully staffed.

In the event that new recruits or civilian staff are required for the Wylfa Unit, recruitment materials will be made available in both Welsh and English.

Civil Nuclear Constabulary Careers Site

Tonstabulary launched a new careers website on the 23rd December 2009 which incorporates the Welsh Language scheme:

- Profiling of a Wylfa-based Officer who has been supported by the Constabulary in studying the Welsh Language, with the profile in both Welsh and English translations
- Profiling the Wylfa Unit and promoting the Wylfa location in both Welsh and English translations.

Complaints and Suggestions relating to the Constabulary

No complaints have been received against the Wylfa Unit to date.

As detailed above, there is a provision for the public to lodge complaints in either Welsh or English through IPCC, utilising either bilingual forms which are made available by the Unit or via the IPCC website.

Appointment of a Recognised Welsh Translation Agency

The Constabulary secured an Anglesey-based translator, approved by the Welsh Language Board to assist with the Welsh/English bilingual aspects of the websites. The Constabulary intends to continue with this relationship to assist in future plans to update public materials, including an executive summary of the *Civil Nuclear Police Authority Annual Report and Accounts*.