



# **Civil Nuclear Constabulary**

## **Equality, Diversity and Human Rights Monitoring Report for the Civil Nuclear Police Authority**

**1 April 2010 - 31 March 2011**

Civil Nuclear Constabulary  
June 2011

If you require this document in an alternative format for example, language other than English, in large print, Braille, audio tape, or email, please contact:

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## Our commitment to Equality and Diversity

The Civil Nuclear Constabulary strives to be an organisation in which every individual is respected, where difference is not acted against but is valued, and where fairness underpins everything we do. Equality and Diversity is not the responsibility of one person; every Officer and every Staff member of the Constabulary is personally responsible for doing their bit to make this a reality.

Underpinning everything that we do and everything that we strive to be are our Mission Statement and Core Values:

### Mission statement

To defend and protect those sites to which it is deployed with a view to denying unauthorised access to nuclear materials and if necessary recover any nuclear materials which may have been lost to any unauthorised persons.

The safe and secure movement of nuclear material within the UK and internationally.

### Our core values

#### Respect

We will show respect for each other, valuing individual differences and conduct business fairly.

#### Integrity

We will continue to build trust through being open, honest and transparent, taking responsibility for our actions and doing what we say.

#### Commitment to excellence

We will do the right things, deliver on our promises and strive to provide excellence in all we do.

#### Investment in people

We will invest in people as our most valued resource, creating opportunities to develop potential and learning from our experiences.

# Key messages from 2010-11

## Key performance indicators:

Target	Year End Position
Recruitment of female Officers at 15%	4.3%
Recruitment of BME Officers at 1.5%	2.9%
Achieve baseline standard of all 15 objectives of the Equality Scheme by 2011	60% complete

## Risk Implications

Factors culminated in 2010-11 to prevent full delivery of Constabulary Equality, Diversity and Human Rights objectives:

- Treasury restrictions prevented purchase of maternity cover for Culture and Diversity Officer
- Re-location of the training school caused delays in training and recruitment processes
- Temporary high-level fitness standards were not reached by any female applicants in 2011
- Temporary suspension of negotiating process halted roll-out of Equality procedures

It is anticipated that these issues will be addressed during 2011/12.

## Successes in 2010-11

- Appointment of regional Inspectors with responsibility for Equality and Diversity
- Integration of Equality and Diversity within inspections process
- Welsh language training delivered to 75% of Wylfa Officers, meeting Welsh Language Board obligations
- No diversity-related complaints about the Constabulary
- Investors In People confer special recognition to Constabulary Values

## Challenges for 2011-12

- Integrating diversity within the Sellafield uplift / recruitment in general
- Consolidation of efforts to embed diversity within front-line operations
- Embedding diversity considerations within capability reviews
- Conducting a cultural review of the Constabulary
- Launching an Expert Panel to provide external advice and guidance
- Delivering a Dignity at Work procedure
- Making equality training available to all via online learning

## Key workforce year-end monitoring messages

- 14.4% of Officers and 66% of Staff are female
- 0.9% of Officers and 3% of Staff are Black or Minority Ethnic (BME)
- Of new Officer recruits, 2% were female and 1.4% BME
- We have an aging workforce: 23.3% of Officers are aged 51 and above. This is an increase from 21.6% in 2010

# Equality and diversity delivery 2010-2011

## RAG Progress Report expert

Baseline Objective	Status *	Deliverables
<p>1. Working with partners, the organisation regularly updates the profiling of diverse individuals and communities to understand their experiences and differing needs.</p>		<p><b>Deliverables Achieved 2010/11</b></p> <ul style="list-style-type: none"> <li>• OUC's and designated Community Liaison Officers from units are frequently engaging with site and community stakeholders to understand and support their needs and to build the local image of the CNC</li> <li>• The Welsh Language Scheme has driven a number of initiatives at Wylfa in collaboration with the Welsh Language Board, including Welsh Language training for 75% of Officers and the production of bilingual written material and signage. This supports collaboration with the local Welsh community</li> <li>• OUC's are developing links into local Home Office Independent Advisory Groups which are resource appropriate and add value</li> <li>• The Constabulary is sharing learning with Diversity Managers from Home Office Forces via the NPIA Equality Practitioner Networks</li> </ul> <p><b>Planned Deliverables for 2011/12</b></p> <ul style="list-style-type: none"> <li>• Consolidation of all projects started in 2010/11</li> <li>• Expert Panel of informed stakeholders and specialists to be convened to advise the Constabulary on diversity matters, December 2011</li> </ul>
<p>2. The organisation ensures that the workforce has a practical understanding of disproportionality and the impact this can have on interactions with the public.</p>		<p><b>Deliverables Achieved 2010/11</b></p> <ul style="list-style-type: none"> <li>• Equality considerations integrated into the design of all training</li> <li>• All new Officer recruits receive Diversity training</li> <li>• Equality training delivered to 40 individuals of Inspector rank or above</li> <li>• Training has been limited throughout 2010/11 due to relocation of training school</li> </ul> <p><b>Planned Deliverables 2011/12</b></p> <ul style="list-style-type: none"> <li>• Introduction of online training (NCALT) to the Constabulary will be launched in October 2011, with requirement for all Officers and Staff to complete the introduction to diversity package</li> <li>• Human Rights &amp; Equality Impact Procedure to be rolled out throughout 2011/12</li> </ul>
<p>3. The organisation ensures that the workforce understand how levels of satisfaction can differ</p>		<p><b>Deliverables Achieved 2010/11</b></p>

\* Green = working effectively, Amber = work in progress, Red = not in place

<p>according to the perceptions and needs of diverse individuals and communities.</p>		<ul style="list-style-type: none"> <li>• Each BCU has identified an Inspector with responsibility for Equality and Diversity. The role of these Officers is to: <ul style="list-style-type: none"> <li>➢ Lead on Equality and Diversity (E&amp;D) within their Unit</li> <li>➢ Develop/participate in local E&amp;D activities internally and externally in partnership with stakeholders, communities and local Home Officer Forces</li> <li>➢ Serve as a channel for communication in relation to E&amp;D issues between the front-line and management</li> </ul> </li> </ul> <p><b>Planned Deliverables for 2011/12</b></p> <ul style="list-style-type: none"> <li>• Inspector's with responsibility for E&amp;D to participate in events that enable diverse community engagement internally and externally</li> </ul>
<p>9. The organisation ensures that the workforce understands how terrorism and domestic extremism affects diverse individuals and communities.</p>		<p><b>Deliverables Achieved 2010/11</b></p> <ul style="list-style-type: none"> <li>• Special Branch receives community tension reports and briefings from intelligence organisations when issues arise. Intelligence from these are disseminated via RIBs and monthly powerpoint presentation</li> </ul> <p><b>Planned Deliverables for 2011/12</b></p> <ul style="list-style-type: none"> <li>• Intranet review and update scheduled to begin September 2011</li> </ul>
<p>12. Senior leaders communicate a vision which promotes Equality and Human Rights, values Diversity and prioritises the elimination of discrimination and exclusionary behaviours.</p>		<p><b>Deliverables Achieved 2010/11</b></p> <ul style="list-style-type: none"> <li>• The ACPO team lead through Constabulary core values</li> <li>• The 2010 Investors in People Audit highlighted the Constabulary focus on embedding our vision, mission and core values</li> </ul> <p><b>Planned Deliverables for 2011/12</b></p> <ul style="list-style-type: none"> <li>• Leadership training incorporating diversity to be introduced September 2011</li> <li>• ACPO member to chair Diversity Steering Group meeting December 2011</li> </ul>
<p>13. The organisation ensures its workforce (including contracted voluntary and temporary staff) promotes Equality and Human Rights, values Diversity and addresses discrimination.</p>		<p><b>Deliverables Achieved 2010/11</b></p> <ul style="list-style-type: none"> <li>• "Respect for race and diversity" is a mandatory behaviour for all Police Officers and Staff and is integral to the Core Competency Framework</li> <li>• The new Performance and Career Development programme (PCD) requires all Police Officers and Staff to set objectives that integrate "Respect for race and diversity" behaviours and evidence delivery of these</li> </ul> <p><b>Planned Deliverables for 2011/12</b></p> <ul style="list-style-type: none"> <li>• Consolidation of existing frameworks</li> </ul>
<p>14. The organisation engages with under-represented people in the workforce to identify and analyse barriers and specific experiences in</p>		<p><b>Deliverables Achieved 2011/12</b></p> <ul style="list-style-type: none"> <li>• A scoping exercise as to the feasibility of networks for under-represented groups is</li> </ul>

<p>relation to retention and progression.</p>		<p>in progress</p> <ul style="list-style-type: none"> <li>• Since June 2010, the Constabulary targets minority candidates by advertising in the Diversity Directory and website</li> </ul> <p><b>Planned Deliverables for 2011/12</b></p> <ul style="list-style-type: none"> <li>• Recruitment programme for Sellafield uplift to incorporate diversity considerations</li> <li>• A cultural audit of employees will be conducted in 2012 to better understand the experiences of all of the workforce, including diverse groups</li> <li>• If found to be reasonable and appropriate, networks will be launched for under-represented groups January 2012 onwards</li> </ul>
<p>15. The organisation supports its Police Authority to set stretching and ambitious Equality employment targets in consultation with local communities and the workforce.</p>		<p><b>Deliverables Achieved 2011/12</b></p> <ul style="list-style-type: none"> <li>• Equality targets for BME and female Police Officer recruits were revised in relation to national demographics and agreed by the CNPA in 2010</li> <li>• Targets not achieved this year due to temporary upwards revision of fitness standard, leading to exclusion of all female candidates</li> </ul> <p><b>Planned Deliverables for 2011/12</b></p> <ul style="list-style-type: none"> <li>• Review of fitness standards to ensure that these are not inadvertently discriminatory</li> <li>• Targets will be reviewed again in March 2012 and ongoing every two years</li> </ul>
<p>16. The organisation ensures that its workforce is treated and rewarded with equity, fairness and respect.</p>		<p><b>Deliverables Achieved 2010/11</b></p> <ul style="list-style-type: none"> <li>• Core values underpin Constabulary revised behaviours</li> <li>• Hay pay structure for Police Staff implemented September 2010</li> </ul> <p><b>Planned Deliverables for 2011/12</b></p> <ul style="list-style-type: none"> <li>• Dignity at Work procedure to be launched January 2012</li> </ul>
<p>17. The organisation identifies Equality and Diversity considerations relating to clothing and equipment in partnership with others.</p>		<p><b>Deliverables Achieved 2010/11</b></p> <ul style="list-style-type: none"> <li>• The Constabulary Clothing Committee includes representation from the Diversity Steering Group</li> <li>• Key individuals within the Diversity Steering Group have been tasked to ensure rationales behind clothing decisions are better communicated</li> </ul> <p><b>Planned Deliverables 2011/12</b></p> <ul style="list-style-type: none"> <li>• Review of clothing and equipment to be conducted throughout this year to be impact assessed for equality considerations</li> </ul>
<p>18. The organisation has defined its Equality, Diversity and Human Rights priorities and set objectives and targets with partners.</p>		<p><b>Deliverables Achieved 2010/11</b></p> <ul style="list-style-type: none"> <li>• Constabulary priorities and targets are defined within the 2010-13 Equality Scheme</li> </ul> <p><b>Planned Deliverables for 2011/12</b></p>

		<ul style="list-style-type: none"> <li>Objectives and targets integrated within the Strategic Plan and Business Plans 2011-12</li> </ul>
19. The organisation is able to identify all activities delivering positive Equality outcomes and tackling disproportionality and discrimination.		<p><b>Deliverables Achieved 2010/11</b></p> <ul style="list-style-type: none"> <li>As of April 2010, Unit and Departmental Inspections and reviews have included assessment of equality activities</li> </ul> <p><b>Planned Deliverables for 2011/12</b></p> <ul style="list-style-type: none"> <li>Key findings from inspections to be reported to the Culture and Diversity Officer, May 2011 onwards</li> </ul>
20. Those involved in procurement/resourcing activity follow ACPO, PURE and OGC guidance on including Equality and Diversity.		<p><b>Deliverables Achieved 2010/11</b></p> <ul style="list-style-type: none"> <li>Equal Opportunities is an integral consideration of Module 10 of the Pre-Qualification Questionnaire for Contracts (PQQ)</li> </ul> <p><b>Planned Deliverables for 2011/12</b></p> <ul style="list-style-type: none"> <li>Culture and Diversity Officer to randomly sample PQQ's beginning February 2012</li> </ul>
21. The organisation identifies Equality and Diversity considerations relating to buildings, infrastructure and fleet in partnership with users.		<p><b>Deliverables Achieved 2010/11</b></p> <ul style="list-style-type: none"> <li>Equality audits of sites are undertaken by trained staff on an annual basis</li> <li>Due to the Constabulary not owning sites, there is limited opportunity for impact. However, diversity is considered and, where appropriate, reasonable steps are taken at all sites, refurbishments and new buildings</li> </ul> <p><b>Planned Deliverables for 2011/12</b></p> <ul style="list-style-type: none"> <li>Identified issues to be reported to Diversity Steering Group beginning February 2012</li> </ul>
22. The organisation engages directly with diverse individuals, communities and relevant third-party agencies about the complaints system.		<ul style="list-style-type: none"> <li><b>Deliverables Achieved 2010/11</b></li> <li>The Constabulary operates according to Independent Police Complaints Commission guidance including promotion of accessibility and inclusion</li> <li>Complaints are monitored and diversity issues, should they arise, prioritised</li> </ul> <p><b>Planned Deliverables for 2011/12</b></p> <ul style="list-style-type: none"> <li>Safecall to be re-publicised as part of Dignity at Work project January 2012</li> </ul>

# Employment Monitoring Data

## Local Populations

The Civil Nuclear Constabulary provides a policing presence for 15 nuclear sites throughout the UK. The demographics and comparative BME populations for the locality of these sites is shown below:

Unit	Locality	Total Population	% BME
Capenhurst	Cheshire West & Cheshire	328,600	3.3%
Chapelcross	Dumfries & Galloway	147,765	0.7%
Dounreay	Highland	208,914	0.8%
Dungeness	Shepway	100,100	5.9%
Hartlepool	Hartlepool	91,700	2.9%
Harwell/ Headquarters	Vale of the White Horse	116,900	5.6%
Heysham	Lancaster	143,700	5.2%
Hinkley Point	West Somerset	35,500	3.1%
Hunterston	North Ayrshire	135,817	0.7%
Oldbury	South Gloucestershire	257,700	5.2%
Sellafield	Copeland	70,300	2%
Sizewell	Suffolk Coastal	125,600	4.4%
Springfields	Fylde	76,500	3.4%
Torness	East Lothian	90,088	0.7%
Wylfa	Isle of Anglesey	66,829	2%
Average proportional to CNC workforce numbers at local sites			<b>2.8%</b>

**Source: Office for National Statistics, 2009**

## Our workforce

Source: HR SAP system as at 31<sup>st</sup> March 2011

### Workforce Composition:

	1 <sup>st</sup> Apr 2008	1 <sup>st</sup> Apr 2009	1 <sup>st</sup> Apr 2010	1 <sup>st</sup> Apr 2011
<b>Total</b>	884	889	984	1047
<b>BME<sup>1</sup></b>	1%	1%	0.9%	1.2%
<b>Female</b>	21.3%	22.6%	22.4%	22.5%

### Staffing Levels:

Employee Type	1 <sup>st</sup> Apr 2008	1 <sup>st</sup> Apr 2009	1 <sup>st</sup> Apr 2010	1 <sup>st</sup> Apr 2011
<b>All Police Officers</b>	786	779	840	885
<b>BME Officers*</b>	0.6%	0.5%	0.7%	0.9%
<b>Female Officers</b>	14.9%	15.6%	14.9%	14.5%
<b>All Police Staff</b>	98	110	144	162
<b>BME Staff*</b>	4.4%	5%	2.5%	3%
<b>Female Staff</b>	72.4%	71%	66%	66%

### Workforce Composition by Role:

	Total	BME*	Female
<b>All Police Officers</b>	885	0.9%	14.5%
<b>ACPO</b>	3	0	0
<b>Chief Superintendent</b>	2	0	50%
<b>Superintendent</b>	6	0	0
<b>Chief Inspector</b>	12	0	25%
<b>Inspector</b>	45	0	8.9%
<b>Sergeant</b>	133	0.8%	6%
<b>Constable</b>	673	1%	15.9%
<b>All Police Staff</b>	162	3.1%	66.7%
<b>Grade 6-7</b>	16	12.5%	31.3%
<b>Grade 3-5</b>	86	1.2%	57%
<b>Support Grades</b>	60	3.3%	90%

<sup>1</sup> Declaration of ethnicity is optional at point of recruitment. In 2011, 68 individual Officers and Staff chose not to declare their ethnicity. This figure was 55 in 2010, 50 in 2009, and 12 in 2008.

## Other Strands of Diversity

### Religion or Belief

The Constabulary does not hold records of religious denomination at this time.

### Sexual Orientation

The Constabulary at this time does not record data relating to sexual orientation.

### Disability

19 individuals have identified themselves as disabled, of whom 5 are registered disabled.

### Gender Re-assignment

The Constabulary at this time does not record data relating to gender re-assignment.

### Age

Workforce Composition Age	1 <sup>st</sup> Apr 2009	1 <sup>st</sup> Apr 2010	1 <sup>st</sup> Apr 2011
18-30	21.2%	19.7%	18.2%
31-40	31.4%	29.8%	30.8%
41-50	27.8%	29.1%	27.3%
51+	19.6%	21.4%	23.7%

Age	Officers	Staff
18-30	17.5%	22.2%
31-40	32.7%	20.4%
41-50	26.6%	31.5%
51+	23.3%	25.9%

## Joiners and Leavers

### Joiners: Staff Recruitment

	1 <sup>st</sup> Apr 2009 – 31 <sup>st</sup> Mar 2010	1 <sup>st</sup> Apr 2010 – 31 <sup>st</sup> Mar 2011
<b>BME</b>	0%	4%
<b>Female</b>	55.6%	52%
<b>Total</b>	45	25

### Officer Recruitment

The Constabulary has set diversity targets for the recruitment of officers 2010-11:

Increase % of female police officers to 15% of new recruits

Increase % of ethnic minority officers to 1.5% of new recruits

	1 <sup>st</sup> Apr 2008 – 31 <sup>st</sup> Mar 2009	1 <sup>st</sup> Apr 2009 – 31 <sup>st</sup> Mar 2010	1 <sup>st</sup> Apr – 31 <sup>st</sup> Mar 2011
<b>BME</b>	3%	1.1%	2.9%
<b>Female</b>	20%	12%	4.3%
<b>Total</b>	35	92	69

### Leavers: All Leavers

	1 <sup>st</sup> Apr 2008 – 31 <sup>st</sup> Mar 2009	1 <sup>st</sup> Apr 2009 – 31 <sup>st</sup> Mar 2010	1 <sup>st</sup> Apr 2010 – 31 <sup>st</sup> Mar 2011
<b>BME</b>	3%	1.8%	0%
<b>Female</b>	20%	29.8%	22.4%
<b>Total</b>	35	57	49

### Leaver Type

	Officers	Staff
<b>All leavers</b>	34	15
<b>BME</b>	0%	0%
<b>Female</b>	11.8%	46.7%

### Exit Interviews

Primary reason for leaving	1 <sup>st</sup> Apr 2008 – 31 <sup>st</sup> Mar 2009	1 <sup>st</sup> Apr 2009 – 31 <sup>st</sup> Mar 2010	1 <sup>st</sup> Apr 2010 – 31 <sup>st</sup> Mar 2011
<b>Total</b>	36	22	23
<b>Diversity issue cited</b>	12	4	17
<b>Diversity issue: work-life balance</b>	9	4	9
<b>Diversity issue: Discrimination/harassment</b>	2	0	3
<b>Diversity issue: fairness</b>	1	0	5

## Promotion:

	1 <sup>st</sup> Apr 2010 – 31 <sup>st</sup> Mar 2011		
	All	Officers	Staff
<b>BME</b>	1.7%	1.8%	0%
<b>Female</b>	11.9%	8.9%	66.7%
<b>Total</b>	59	56	3

	1 <sup>st</sup> Apr 2009 – 31 <sup>st</sup> Mar 2010		
	All	Officers	Staff
<b>BME</b>	0%	0%	0%
<b>Female</b>	23.8%	5.9%	100%
<b>Total</b>	21	17	4

## Grievance and Misconduct:

Source: *Grievance Monitoring 2008-2011 as at 31<sup>st</sup> March 2011*

### Grievance Cases

	1 <sup>st</sup> Apr 2008 – 31 <sup>st</sup> Mar 2009	1 <sup>st</sup> Apr 2009 – 31 <sup>st</sup> Mar 2010	1 <sup>st</sup> Apr 2009 – 31 <sup>st</sup> Mar 2011
<b>Total</b>	28	7	9
<b>Diversity issue</b>	14.3%	14.3%	33.3%

### Misconduct Cases

	1 <sup>st</sup> Apr 2008 – 31 <sup>st</sup> Mar 2009	1 <sup>st</sup> Apr 2009 – 31 <sup>st</sup> Mar 2010	1 <sup>st</sup> Apr 2010 – 31 <sup>st</sup> Mar 2011
<b>Total</b>	14	3	2
<b>Diversity issue</b>	0	0	0

### Safecall

	1 <sup>st</sup> Apr 2008 – 31 <sup>st</sup> Mar 2009	1 <sup>st</sup> Apr 2009 – 31 <sup>st</sup> Mar 2010	1 <sup>st</sup> Apr 2010 – 31 <sup>st</sup> Mar 2011
<b>Total</b>	9	8	7
<b>Diversity issue</b>	0%	12.5%	0%