



# CIVIL NUCLEAR CONSTABULARY

## Email

request-931710-  
3be05443@whatdotheyknow.co  
m

## The Executive Office

Civil Nuclear Constabulary

Building F6 Culham Science Centre

Abingdon

Oxon

OX14 3DB

Tel: 03303 135400

Website: <https://www.gov.uk/cnc>

12<sup>th</sup> January 2023

Dear Mr Roberts

I am writing in response to your request for information regarding the below. Your request has been handled under Section 1(1) of the Freedom of Information Act 2000. In accordance with Section 1(1) (a) of the Act I hereby confirm that the CNC/CNPA does hold information of the type specified.

**According to the Daily Record, Sergeant Paul McCue 'has won almost £44,000 in a religious harassment case after 'f\*\*\* the Pope' was written on his work coffee mug'.**

<https://eur01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.dailyrecord.co.uk%2Fnews%2Fscottish-news%2Fscots-firearms-cop-wins-44k-28820717&data=05%7C01%7CFOI%40cnc.police.uk%7Cfd2cd15474824218f55c08dae82b427e%7C89a202177ddd4b10a3ba06131064447f%7C0%7C0%7C638077570234988527%7CUnknown%7CTWFPbGZsb3d8eyJWljoimC4wLjAwMDAiLCJQIjoiV2luMzliLCJBTil6lk1haWwiLCJXVCi6Mn0%3D%7C3000%7C%7C%7C&sdata=jNmIjlx2yxNq4TG4fG9kGR8C9Jh8sU4YMaSTPNsHfos%3D&reserved=0>

1. Have you agreed to pay the money or do you intend to appeal?

The article refers to a 'critical incident':

**'Sgt McCue reported the notes ['UDA no surrender' in pigeon hole and jacket pocket] and a 'critical incident' was declared by his bosses'.**

**2. Please provide information explaining what is meant by a 'critical incident' and what triggers one being declared.**

**3. For 2021/22, please provide the number of allegations of a sectarian nature you received from officers and staff.**

**4. Please provide a copy of your new equality policy referred to in the article.**

1. The damages have ordered have been paid and we will not be appealing the outcome.

2. The College of Policing Authorised Professional Practice on Critical Incident Management defines a critical incident as:

Any incident where the effectiveness of the police response is likely to have significant impact on the confidence of the victim, their family and/or the community

3. We have 1 recorded case involving sectarianism and this is the case the request refers too (PS McCue).

4. Please find attached the Equality, Diversity and Inclusion Policy and Procedure from March 2021.

The Civil Nuclear Constabulary is a specialist armed police service dedicated to the civil nuclear industry, with Operational Policing Units based at 10 civil nuclear sites in England and Scotland and over 1600 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 contribute 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 Police Force or Police Scotland at each site. Policing services required at each site are agreed with nuclear operators in accordance with the Nuclear Industries Security Regulations 2003 and ratified by the UK regulator, the Office for Nuclear Regulation (ONR). 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.

The Constabulary is recognised by the National Police Chiefs' Council (NPCC) and the Association of Chief Police Officers in Scotland (ACPOS). Through the National Coordinated Policing Protocol, the Constabulary has established memorandums of understanding with the local police forces at all 10 Operational Policing Units. Mutual support and assistance enable the Constabulary to maintain focus on its core role.

We take our responsibilities under the Freedom of Information Act seriously but, if you feel your request has not been properly handled or you are otherwise dissatisfied with the outcome of your request, you have the right to complain. We will investigate the matter and endeavour to reply within 3 – 6 weeks. You should write in the first instance to:

Kristina Keefe  
Disclosures Officer  
CNC  
Culham Science Centre  
Abingdon  
Oxfordshire  
OX14 3DB

E-mail: [FOI@cnc.pnn.police.uk](mailto:FOI@cnc.pnn.police.uk)

If you are still dissatisfied following our internal review, you have the right, under section 50 of the Act, to complain directly to the Information Commissioner. Before considering your complaint, the Information Commissioner would normally expect you to have exhausted the complaints procedures provided by the CNPA.

The Information Commissioner can be contacted at:

FOI Compliance Team (complaints)  
Wycliffe House  
Water Lane  
Wilmslow  
Cheshire  
SK9 5AF

If you require any further assistance in connection with this request please contact us at our address below:

Kristina Keefe  
Disclosures Officer

CNC  
Culham Science Centre  
Abingdon  
Oxfordshire  
OX14 3DB  
E-mail: [FOI@cnc.pnn.police.uk](mailto:FOI@cnc.pnn.police.uk)

Yours sincerely  
Kristina Keefe  
Disclosures Officer



# Equality, Diversity and Inclusion Policy and Procedure

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## MISSION STATEMENT

The Civil Nuclear Constabulary strives to be an organisation in which every individual is valued and respected, where Equality and Diversity responsibilities are shared by all, differences are routinely accepted and not acted against; delivery of equality, diversity and human rights is a guiding principle that supports the delivery of our Mission, Values, Code of Ethics and through which employee engagement and inclusive culture of CNC is corporately celebrated while adhering to the Corporate Equality Standards (CES). Please click here to learn more about the CES:

<https://civilnc.sharepoint.com/sites/intranet/team/Inclusion/Pages/Mission-Statement-and-Corporate-Equality-Standards.aspx>

## POLICY

At the Civil Nuclear Constabulary (CNC) our commitment to equality and diversity is more than a legal obligation, it is fundamental to our operational effectiveness. The CNC aims to conduct business fairly, value people for their differences and focus upon what each person can contribute to the team. This is not an altruistic aim, the CNC does this because getting equality, diversity and inclusion right means that employees are more motivated, fully supported and ultimately more effective.

Across the UK members of every community must be able to look to the CNC and know that we protect their interests and values, and that they are welcomed to join us if they meet our standards. We must demonstrate to those who observe us from the outside world that the values we have set ourselves are upheld.

The CNC aims to promote good attitudes and relations between people of different groups and to ensure that individuals are treated honestly, openly, fairly and with respect, and that they are not unlawfully or unjustifiably discriminated against, harassed, bullied or victimised. This is specifically in relation to race; sex; gender re-assignment; disability; age; sexual orientation; religion or belief; pregnancy and maternity; marriage or civil partnership; part-time working and staff association membership.

The CNC requires all employees to behave with professionalism and no act of an employee should damage the CNC's reputation. This is a collective responsibility and requires a collective effort. Everyone has a part to play to ensure the CNC is held in the highest regard amongst colleagues, stakeholders and indeed around the world.

## INCLUSIVE VALUES STATEMENT

Regardless of background, everyone is equal and has a vital part to play in helping us achieve our ambition. Equality, inclusivity and fairness is at the heart of everything we do.

## SCOPE

This policy applies to all police staff, police officers and contractors in all working and work-related situations. Where we refer to 'staff' in this policy, it also applies to officers unless we say otherwise.

## PROCEDURE

The CNC actively delivers on equality and diversity and has developed a comprehensive range of activities to ensure that this aim and the legal obligations are met. Senior managers lead on this, but all employees are responsible and accountable for their own actions.

### *Equality Act 2010*

Employers must comply with the Equality Act 2010, which makes it illegal to discriminate directly or indirectly, harass or victimise a person in relation to any of the nine equality characteristics. These are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Under the above Equality Duty, a public body must in the exercise of its functions, have due regard to the need to:

- Eliminate discrimination, harassment, victimisation and any other conduct prohibited under the Act.
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The CNC will not treat any employee less favourably because of trade union membership, staff associations and/or part-time working.

## ***Required behaviours***

The Police Code of Ethics requires all employees to:

- Uphold the law regarding human rights and equality
- Treat all people fairly and with respect
- Treat people impartially

## ***Promoting equality and diversity***

In order to ensure that the CNC is effectively working towards the implementation of the aims of this policy and procedure, it acts upon the following areas:

### ***Terms and conditions***

Terms and conditions apply equally to all employees and they should not be subjected to detrimental treatment by the CNC due to their protected characteristics. This includes access to pay and benefits; access to training; recruitment and promotion and dismissal.

### ***Disability***

The CNC will take reasonable steps to ensure that the workplace is accessible to those with disabilities and Reasonable Adjustments (RAs) will be considered to assist employees in the workplace. Employees seeking or making use of RAs will be able to opt for a Workplace Adjustment Passport (WAP) which is designed to protect their privacy and dignity at work. Employee requiring RAs should liaise with their line manager as part of their appraisal and with occupational health as part of their medical assessment. Please click on the link below for WAP application form and other associated paperwork:

<https://civilinc.sharepoint.com/sites/intranet/team/Inclusion/Pages/Workplace-Adjustment-Passport.aspx>

The nature of the CNC means that the majority of the roles are unsuitable for many individuals with some disabilities. Cases will be considered in conjunction with medical expertise and should it be decided that an employee cannot fulfil their role due to disability, alternative roles will be sought. This could be a police officer role if there is an appropriate role, or if it were a police staff role an employee may receive lower rate of pay. Where no alternative role can be found, the CNC will exit the individual out of the organisation with dignity and respect.

## ***Cultural or religious requirements***

Employees who have a particular cultural or religious requirement, the CNC will aim to support this wherever it is reasonably practicable and does not negatively impact upon service delivery. Employees wishing to celebrate religious festivals may

request annual leave following the normal leave request process. Wherever possible the line manager will grant such requests within the boundaries of the normal leave rules.

Employees will be able to swap their public holidays according to their religious requirements and those wishing to change the dates of essential training due to religious expectations should inform their line manager and duty planning at the earliest possible time to allow for changes to be considered.

### ***Transgender***

The CNC aims to support any transgender employee or stakeholder, working with them to make being-themselves in the workplace as simple as possible. Any information relating to gender identity will be treated with confidence and respect preferred identity.

### ***Work-life balance***

Employees have the right to request flexible working after 26 weeks employment service. All applications will be considered fairly, taking into account the need to balance business requirements against the needs of the employee. The CNC aims to not cause detriment to any individual due to their hours of work.

### ***Positive Action***

The CNC will at times make use of positive action options to attract and develop people of under-represented groups into particular roles.

### ***Dignity at work, Discipline and Raising a Grievance***

The CNC takes seriously complaints of discrimination, bullying and harassment and will not victimise those making complaints, should an individual wish to raise a complaint they can discuss their concerns with their line manager or HR

### ***Governance***

The Chief Constable is the Constabulary's Senior Responsible Officer for equality, disability and inclusion, providing leadership and governance. This is achieved with the support of a dedicated EDI Manager and the ECS network. Governance provides continuous scrutiny of all areas of EDI performance, challenge and response where any areas of concern arise.

## ***Strategy***

In consultation with employees and external stakeholders, the CNC produces a three-year strategy; setting out EDI aims along with how they intend to achieve these. Please click here to view the EDI Strategy:

<https://civilnc.sharepoint.com/sites/intranet/team/Inclusion/Pages/EDI-Strategy,Annual%20Reports-Policies-and-Procedures.aspx>

Leaders have named deliverables within the strategy; but everyone in the CNC has a responsibility to support these aims.

## ***Monitoring and reporting***

The CNC publishes an annual diversity in employment report giving details of equality monitoring in relation to job applications, employee numbers, grievances and training. Staff surveys and focus group feedback also provide the story behind the numbers. Key EDI metrics are reported regularly to the Executive

## ***Policies***

To make sure that our working practices are fair, all policies and changes to practice are assessed prior to publication for human rights and equality impact. Where it is deemed that there is potential for a high negative impact upon equality or human rights, the EDI Manager will require that further assessment and/or consultation be undertaken to make changes to the process or demonstrate objective justification.

## ***Training***

The CNC strives to provide equal access to training within the organisation and monitors to check that this happens. The equality impacts of training are considered before it is delivered.

Employees are required to undertake equality and diversity training as a minimum, at point of induction. To equip managers with key EDI skills, a comprehensive training programme is delivered by the Corporate Learning and Development Department. An intensive; on-going training programme is also in place to keep CES Custodians and Strategic Allies updated with latest national and international developments.

## ***Recruitment and promotion***

Every individual who is recruited or promoted within the CNC must demonstrate equality and diversity behaviours as assessed during their CVF interview. The CNC

works with a range of partners to promote employment opportunities to diverse communities.

## ***Performance Management***

Any employee found to be behaving in a way not consistent with EDI requirements may find themselves subject to disciplinary or misconduct action depending on the severity of the case.

## ***Communications***

Regular equality, diversity and inclusion guides are provided through internal media and periodical updates are uploaded on to the following Inclusion Intranet pages:

<https://civilinc.sharepoint.com/sites/intranet/team/Inclusion/Pages/home.aspx>

## ***Equality Support Groups (ESGs)***

The CNC has established a comprehensive range of support groups under the Equalities Consultative and Support Network (ECSN) to provide specific support for employees with protected characteristics. Please click here to learn more about ESGs:

<https://civilinc.sharepoint.com/sites/intranet/team/Inclusion/Pages/Equality-Support-Groups.aspx>

The above groups also work in partnership with alike local and national groups to support and promote best practice.

## ***Support Mechanisms***

The CNC operates a range of mechanisms which support equality and diversity:

- Safecall – is an independent confidential Freephone service which allows staff to report wrongdoing, including, for example, racist bullying, sexual orientation discrimination, or unwanted sexual advances.
- Employees Assistance Programme – is an independent service which can provide counselling and support to staff on a range of issues, including for example: coming out to colleagues; support for managing disabilities; work-life balance

In addition, in-house Health and Wellbeing Team, and HR staff can provide support and guidance to staff on equality and diversity matters.

## External Stakeholders

The CNC works with a broad range of external stakeholders who provide quality assurance, best practice advice and support to the area of equality, diversity and inclusion. External stakeholders include, NPCC, BEIS's Equality Network, Stonewall; The College of Policing's Equality Network; Opportunity Now; Race for Opportunity etc. This is not an exhaustive list.

### POLICY IMPLEMENTED:

**REVIEW DATE: MARCH 2022**

**POLICY OWNER:** EDI MANAGER

### IS THE POLICY

☐ New ☒ Revised

### IF REVISED, PLEASE COMPLETE TABLE BELOW

VERSION NO	DATE	SUMMARY OF CHANGES	AUTHOR(S)
4	Dec 2019	Updated policy	[REDACTED]
5	March 21	Updated	[REDACTED]

**Endorsed by:**

**Prospect**

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**Date**

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**Police Superintendents Association of England and Wales**

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**Date**

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**Civil Nuclear Police Federation**

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**Date**

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**Executive owner**

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**Date**

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**CNC Legal**

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**Date**

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**HR Policy**

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