

CNC Chief backs calls to #BreakTheBias on International Women's Day 2022

More than 60% of the CNC's 300-strong police staff are female, with over 30% in senior management positions.

The CNC also boasts one of the highest numbers of female Authorised Firearms Officers (AFO) in the country, with 14%, while over 70 women are trained in specialist roles, such as: firearms commander, police medic, enhanced carbine, launcher and interdiction team.

Chief Constable Simon Chesterman aims to do even more to #BreakTheBias by attracting women to the force while increasing the number in senior positions.

He said: "It's important that we take time to celebrate IWD because the CNC is built on equality, fairness and inclusivity – it is, rightly, the heart of everything we do.

"I am proud that the CNC has a higher number of female AFOs than the national average, but there is always more we can do.

"The CNC is a diverse, inclusive force, and we will continue to push for gender equality. It is reassuring, however, to know we are on the right path as reading the stories and hearing from our female colleagues on International Women's Day 2022 attest to."

DCC Harrison is CNC's most senior female and is responsible only to Chief Constable Chesterman.

Her role is to develop and maintain CNC's ability to deliver its mission.

She said: "IWD gives me the opportunity to reflect on the brilliant work that has been achieved by our female staff and officers over the last 12 months.

"IWD is a time to celebrate the great women we have at CNC, the innovation, determination, courage and hard work they put in.

"It also allows us to shine a spotlight on the men, women, family and friends who power and facilitate our women to be brilliant.

"As the most senior female officer in CNC, I realise we are incredibly lucky to have such great representation across the organisation, but we can't be complacent. We still have some way to go ensure parity is seen and felt across the organisation.

IWD is celebrated annually on 8 March, and has been since 1911. It celebrates women's achievements and increasing visibility, while calling out inequality.

To hear a female perspective about life at CNC, visit the force's social

media channels today. Search @NuclearPolice on both Twitter and Instagram, while searching for Civil Nuclear Constabulary on Facebook and LinkedIn.

Anyone interested in joining this unique force can also find out more on our new-look jobs website at CNC Jobs.

There you will find information about the CNC, find our locations, and are able to read our diversity and inclusion policies. There's also first-hand account about life at CNC as well as the recruitment process steps you will follow when applying for a role.

Editor notes:

The Civil Nuclear Constabulary (CNC) is a specialist police force, whose mission is to deter and defend against any attack on the UK's nuclear sector.

Primarily funded by the site licence companies which operate the UK's nuclear sites, CNC is governed by the Civil Nuclear Police Authority, and regulated by the Office for Nuclear Regulation.

The CNC is subject to the same College of Policing licensing process as Home Office police forces, but comes under Business, Energy and Industrial Strategy (BEIS).

The CNC as a counter terrorism policing organisation is proud to deploy as a core component of the UK Strategic Armed Policing Reserve to support other police forces as part of the Protect element of the Government's Contest strategy.

Its authorised firearms officers are sworn officers of the Crown, and our overarching responsibility is to protect the public.

As a unique police force, the CNC employs around 1,600 officers and staff across the UK's 10 nuclear sites, with headquarters in Culham, Oxfordshire; and training facilities in Bisley, Surrey; Griffin Park, Cumbria; and Dounreay, Caithness County.

[HMRC urges caution as fraudsters seek to hijack personal tax accounts](#)

HM Revenue and Customs (HMRC) is today warning customers not to share sensitive personal information online to avoid their identities being used to commit tax fraud.

HMRC is aware that criminals are attempting to obtain customers' Government Gateway logins and other personal details, enabling them to register for Income Tax Self Assessment and submit bogus tax refund claims before

pocketing the repayment.

Individuals, ranging from teenagers to pensioners, are being targeted on social media platforms by fraudsters seeking to 'borrow' their identities. In return, the individual is promised a cut of the tax refund 'risk-free'.

Handing over sensitive personal information to criminals like this, even inadvertently, risks individuals involving themselves in tax fraud, and having to pay back the full value of the fraudulent claim.

Customers should therefore only deal with HMRC directly or through their tax advisor in relation to their Self Assessment tax refunds.

Simon Cubitt, Head of Cybercrime, HMRC said:

People need to think extremely carefully before they involve themselves in an arrangement like this, because if something looks too good to be true, then it almost certainly is.

Those who get involved risk becoming the victim of blackmail, threats of violence and wider abuse of their personal information, as criminals seek to exploit them further.

I urge anyone who may be aware of these dishonest attempts to recruit individuals into criminality, to report it us by searching 'Report Fraud HMRC' on GOV.UK and completing our online form.

In addition to their Government Gateway credentials, customers may also be asked to provide details of their bank account, passport, driving licence, address, date of birth, and National Insurance number.

HMRC is working with other law enforcement agencies and social media companies to tackle criminality on online platforms.

Last month (10 February), HMRC made coordinated arrests of four individuals aged between 16 and 33 in Hertfordshire, Bristol, Derbyshire and Buckinghamshire as part of an investigation into suspected Self Assessment repayment fraud and money laundering offences. Investigations are ongoing.

The [National Cyber Security Centre](#) has helpful guides on how to stay secure online and protect yourself or your business against cybercrime.

Contact your bank immediately if you think you've shared personal information online, and report it to Action Fraud (in Scotland, contact the police on 101). If you have been approached by someone asking for tax information, [you can report it to HMRC](#).

Details of the arrests:

- a man aged 16 from Hertfordshire
- a man aged 22 from Buckinghamshire

- a man aged 26 from Derbyshire
- a man aged 33 from Bristol

The deadline for 2020 to 2021 Self Assessment tax returns was 31 January. Earlier this year, HMRC waived late penalties for one month to give customers extra time to meet their obligations without facing a penalty. More than 11.3 million customers filed their tax return by 28 February. Any customers who are yet to pay their tax in full, or set up a time to pay arrangement, have until 1 April to do so to avoid a late payment penalty.

Call for bids: supporting Women, Peace and Security in Ukraine under the Conflict, Security and Stability Fund Programme 2022-23

World news story

The British Embassy Kyiv (BEK) is now accepting project proposals for the 2022/2023 financial year (April 2022 – March 2023) from not-for-profit organisations.



UK Government

In response to Russia's invasion of Ukraine and building on previous work undertaken by the UK National Action Plan on Women, Peace and Security (WPS) 2018 to 2022, and the Ukraine National Action Plan on Women, Peace and Security 2020-2025, the UK is seeking to strengthen its contribution to the WPS agenda and, therefore, support project/s in Ukraine which aim to achieve (one or more of) the following five outcomes. This approach seeks to support and bolster the active contribution women, women's rights organisations and excluded groups are making in their communities and on the frontline of the response during the unfolding crisis.

1. Empower primarily women's rights organisations, as well as wider actors working for gender equality and social inclusion, in Ukraine to advance a localised and inclusive WPS agenda, meeting the urgent identified needs of women, girls and excluded groups in the community they serve, including older women and women with disabilities. This will include supporting interventions for improved social cohesion, community services and coordination with humanitarian and recovery efforts on gender and equality aims. It may include addressing the specific needs of women and children on the move and in host communities inside and displaced outside of Ukraine – where it relates to the WPS agenda.
2. Enable women's rights organisations and wider actors to continue efforts to identify persons with specific needs and referrals to state services and humanitarian assistance and to provide lifesaving sexual reproductive health and rights (SRHR) and gender-based violence (GBV)

prevention and response services in line with the Inter-Agency Minimum Standards.

3. Working through Ukrainian women leaders, mediators, and women's rights organisations to provide support to deliver on the second National Action Plan on Women, Peace and Security 2020-2025 objectives and support women's engagement and meaningful participation in the humanitarian response, in national and international decision-making and policy agendas in response to the unfolding crisis, and in civil society action at the community level [with the flexibility to adapt to the unfolding situation].
4. Provision of rapid gender and inclusion real-time analysis; data disaggregation by sex, age and disability (to enable a gender-sensitive response during the crisis); human rights monitoring, including monitoring of sexual violence, and; enhancing accountability for gender equality, women's empowerment and the rights of excluded groups in Ukraine
5. Collaboration with representative groups including organisations of persons with disabilities to ensure WPS and humanitarian responses address diverse needs and amplify meaningful and inclusive participation.

Bidding guidance:

- projects will be funded initially for 11 months from 10 May 2022 to 31 March 2023
- successful implementers must receive project funding in GBP and open a GBP bank account for the project
- project bids should demonstrate 85% spend by 31 December 2022 and 100% spend by 31 March 2023
- potential implementers are allowed to combine efforts and submit their project proposals in a consortium of several organisations (implementers). Those could be both international and local non-commercial organisations or multilateral organisations, working in the Ukrainian context. If this option is chosen, one entity should be the main Partner, which will coordinate efforts of the joint initiative and will be primarily responsible for the project implementation. Governmental institutions may act as project co-funders or beneficiaries only
- minimum budget limit: [GBP 500,000] (five hundred thousand pounds sterling)
- maximum budget limit: [GBP750,000] (seven hundred and fifty thousand pounds sterling)
- bids where possible should not exceed 30 pages
- bids must be in English

Recommendations and requirements to project budgets are listed on tab 1 of CSSF activity-based budget template (ABB Template). Please note that we are unable to fund academic courses or research, English language tuition; the purchase of land, property, IT or other equipment (clarification is provided below) and finance construction works under this Fund.

Assessment:

Bids will be assessed against the following criteria:

- alignment with the above mentioned thematic priorities and outcomes
- realistic outcomes which are achievable within the funding period (10 May 2022 – 31 March 2023)
- evidence they have the capability to adapt and flex to the unfolding situation in Ukraine, potential shifts in WPS priorities and the needs of women and girls – including through use of rapid situational analysis
- project design includes clear monitoring and evaluation procedures, as well as risk and financial accountability procedures
- evidence of sustainability – demonstrating that project benefits continue after the funding ends
- alignment of the project budget with requirements and recommendations listed in CSSF activity-based budget template and the project proposal
- alignment with the Paris Agreement, demonstrating that a climate and environmental risk and impact evaluation was done and no environmental harm will be done
- the organisations have robust safeguarding policies and implementation plans in place to ensure the protection of beneficiaries and to safeguard against sexual exploitation, abuse and sexual harassment (SEAH). Evidence that the organisations will effectively tackle discrimination and ensure equality of opportunity for those with protected characteristics in line with UK equalities legislation, including International Development (Gender Equality Act) and Public Sector Equality Duty
- the project budget demonstrates a sufficient level of details and overall value for money
- we aim to ensure that the total amount of project management team costs, project operation support costs and office support costs would ideally not exceed the 10% ceiling of the overall project costs. In case your organisation has a central agreement with the FCDO to include head office overhead costs into the CSSF project budgets (e.g. international multilateral agencies), those can be added to the project budget in line with the central agreement and are not counted into the 10% ceiling mentioned above

Essential skills and competencies of the implementer

The implementer will have:

- strong operational experience of working in Ukraine or in similar

- environments in the Eastern Europe and Central Asia (EECAD) region
- strong working knowledge on the women peace and security agenda, preferably on women's meaningful participation in peace and decision-making processes
 - good gender and conflict analysis skills
 - strong knowledge of Ukraine's informal and formal political structures and local and national-level conflict dynamics, and the ability to work closely with Ukrainian counterparts in all regions of the country
 - the ability to source appropriate expertise to support the mapping, capacity building and advocacy components, both in-country and if necessary, from outside
 - experience and familiarity of gender programming
 - project and budget management skills, experience, capabilities and capacity
 - experience of Monitoring, Evaluation and Learning processes, including but not limited to outcome harvesting
 - robust approaches to risk management, conflict sensitivity, disability inclusion, safeguarding

Funding exceptions

Funding cannot be used to finance the following:

- procurement of medical Personal Protective Equipment (PPE), vaccines, diagnostic tests/materials and COVID-19 related medicines
- procurement of land or property
- construction works
- purchase or maintenance of IT and capital equipment (if the equipment is essential for achieving the project outputs and impact, please complete a separate "Equipment Purchase Supporting Letter" and submit it with the project proposal and budget)
- fundraising efforts of the organisation

The digital spend – digital development costs in excess of £10,000 for "any external-facing service provided through the internet to citizens, businesses, civil society or non-government organisations" – has to be depicted separately in the Digital Spend Proposal form and be approved by FCDO.

Process

1. The deadline to submit project proposals is 11.55 pm (GMT) Tuesday 29 March 2022. Late proposals will not be considered.
2. When submitting, please indicate "Supporting Women, Peace and Security (WPS) in Ukraine" and the name of the bidder in the subject line of your e-mail.
3. Proposals must be submitted using the CSSF attached forms only (see below under Additional information and documentation).
4. Bidders must submit documents in standard Microsoft Office formats (Word, Excel).
5. Proposals must be submitted to CSSF.Programme@fcdo.gov.uk

6. Project proposals selected for further consideration will be notified on 11 April 2022.
7. The selected bidder/s will be asked to complete a Due Diligence Assessment (form will be sent to them).
8. The British Embassy seeks to finalise grant agreements with successful project implementers by 3 May 2022.

- CSSF Programme Team – CSSF.Programme@fcdo.gov.uk.

- CSSF Programme team will publish answers to all Frequently Asked Questions on the BE in Ukraine official website on Monday 14 March 2022.

Additional information and documentation

All implementers will be expected to sign a standard FCDO grant agreement with the Embassy. The terms of the contract or agreement are not negotiable.

As all projects are expected to have achieved 85% spend by 31 December 2022, Activity Based Budgets must reflect this requirement.

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[British High Commission Singapore renews commitment to its #GenderPledge](#)

On this International Women's Day 2022, the British High Commission (BHC) Singapore is renewing its commitment to gender equality across the organisation, from our culture and values, to hiring policies, partnerships and collaborations, and communications.

BHC Singapore has updated its #GenderPledge – first taken in 2019 – to further integrate gender equality and inclusion objectives into business planning, and commits the BHC's management board to regularly review the pledge.

The #GenderPledge will continue to set out for the BHC and its staff key actions, measures and best practices – such as ensuring events have a balanced gender representation; avoiding gender stereotyping in public communications; and supporting employees with flexible work arrangements; among others measures.

The #GenderPledge campaign was initiated by the High Commission of Canada in Singapore in 2019.

Now in its second iteration, it seeks to raise awareness and demonstrate how organisations, businesses and individuals can incorporate – or have incorporated – measures to promote gender equality and women’s empowerment into daily operations, policies and practices.

Along with renewing their commitments to the #GenderPledge for 2022, both High Commissions are also encouraging other foreign embassies, companies and organisations to initiate their own pledges or to re-affirm an existing one.

The BHC’s #GenderPledge aligns with the UK Foreign, Commonwealth & Development Office’s ‘3 Es’ framework – to educate girls, empower women, and end violence. This will comprise a new strategy for Women and Girls this year that sets out the UK’s ambition, combining diplomacy and development levers.

Through the #GenderPledge, the BHC seeks to promote women’s leadership and agency to ensure their voices are heard at all levels, and ensuring women can participate fully and fairly in the economy.

The UK has a strong global reputation in standing up for the rights of women and girls around the world. Our work is transforming lives and helping to build longer term prosperity, stability, and a fairer and freer world that will benefit everyone.

We hope that you will join the campaign by making your own #GenderPledge or renewing an existing one!

Your pledge can be anything you want it to be, and include as many items as you’d like.

Be sure to use the #GenderPledge hashtag in your post, and any additional hashtags that you like to use relating to the empowerment of women and girls.

Our Gender Pledge:

Workplace Culture and Hiring Practices

- The British High Commission (BHC) is mindful of gender balance within divisions/departments, sections, and job grades. Where a serious imbalance exists, the BHC will ensure that in recruitment, applicants from the underrepresented sex are encouraged to apply.
- In job specifications, we will avoid language that might indicate gender stereotyping.
- We will raise awareness and take firm action to prevent and address sexual abuse and harassment. Employees are encouraged to report sexual harassment and are provided with a confidential mechanism to do so. We are committed to ensuring no staff member experiences bullying, harassment or discrimination in the workplace.

- We support staff who require flexible work arrangements.
- We support short-term resourcing gaps with 'returnships', which help to re-integrate back into the BHC those who have taken a career break (e.g. parents who have taken a few years out to raise their children).
- We are a family-friendly workplace and have a relaxation/breastfeeding room.
- We have an active Respect Committee with a Diversity Charter in place that fosters and promotes the best practices of accepting, respecting, and valuing differences, including gender, among staff.
- We will seek training opportunities to equip staff with the tools needed to integrate gender equality into their work.
- Gender equality and inclusion objectives will be mainstreamed within our country business plan.
- A Gender Equality and Social Inclusion Analysis will be completed for all Overseas Development Assistance Projects.

Events management and VIP visits

- We will ensure all public events organised by the BHC have balanced gender representation.
- We will challenge event organisers to strive for balanced gender representation and decline to participate on speaker panels where good faith efforts have not been made to that end.
- We will aim to ensure equitable allocation of speaking time and roles between men and women.
- The BHC advocates for all official UK delegations to Singapore to have balanced gender representation.
- Where the BHC is organising and funding a delegation's travel to Singapore, it will strive for balanced gender representation on those delegations.

Partnerships and business collaborations

- We will regularly engage institutions, partners, and businesses to promote gender equality in their workplaces.
- We will support events that promote gender equality.
- We will organise or support at least two events per year focused solely on gender equality awareness.

Communications

- We will highlight the UK's commitment to gender equality in communication materials.
- We will ensure visuals and photos in communication materials have appropriate gender balance.
- We will avoid unnecessary gendered terminology in our communications and avoid stereotyping.
- We will communicate gender equality milestones on social media platforms as and when appropriate.

Gender equality champions

- A gender equality champion will be responsible for providing guidance on enhancing gender equality at the Mission and tracking progress on the implementation of the gender pledge.
- The British High Commission Management Board will regularly review our Gender Pledge Commitments in consultation with our Core Values Committee and BHC staff.

[Government launches pay transparency](#)

pilot to break down barriers for women

- Minister for Women, Baroness Stedman-Scott, launches initiatives to level up employment opportunities for women
- Participating employers will run pilots aimed at closing salary gaps by publishing salaries on all job adverts
- New 'returners' programme to support women into STEM roles after taking time out to care for loved ones

Minister for Women, Baroness Stedman-Scott, is today (8 March) launching two new initiatives to level up employment opportunities for women as the country recovers from the COVID-19 pandemic.

Announced on International Women's Day, a new initiative will seek to improve pay transparency in the job application process and help businesses who want to go even further in attracting women to their positions. Evidence shows listing a salary range on a job advert and not asking applicants to disclose salary history provides a firm footing for women to negotiate pay on a fairer basis. This could have a significant impact in closing salary gaps and tackling pay inequality.

The government is therefore leading the way with a pilot scheme, where participating employers list salary details on job adverts and stop asking about salary history during recruitment.

Alongside this, the Government will launch a new returners programme to help women back into STEM (science, technology, engineering & maths) careers. Research and employee feedback shows that returning to STEM roles after taking time out to care for loved ones can present significant challenges. This new programme will help organisations to recruit and retain talented staff who are often overlooked because of a gap on their CV, by providing training, development and employment support to those who have taken time out for caring.

Minister for Women, Baroness Stedman-Scott, said:

"The UK can only grasp its full potential by championing its brightest and best, and ensuring everyone, regardless of their background, has the opportunity to succeed.

"We believe that increased pay transparency will build on positive evidence of the role information can play when it comes to empowering women in the workplace. It is essential that we keep women at the forefront of the levelling up agenda as we recover from the pandemic and rebuild together.

"Our second announcement, supporting skilled women to return to STEM careers after care leave, will keep talented minds in STEM and improve the representation of women and marginalised communities in those incredibly important roles."

International data also shows that job seekers place a strong emphasis on

salary when looking for their next career move. In a Glassdoor survey 68% of people say that a salary was the most important factor of a job advert, showing that, where possible, it makes good business sense to share salary details at the very beginning of the application process.

Additionally, a study from the Fawcett Society shows that a requirement to provide salary history makes everyone less confident when negotiating their pay. It has a particularly negative impact on women's confidence, with 58% of women saying that they felt they had received a lower salary offer than they would have if the question had not been asked during the application process.

However, the Government recognises that many employers do not have agreed pay scales, and that ambiguous pay policies and historic pay decisions may make it challenging for them to include pay information on job adverts. That is why the forthcoming pilot will see the Government work with employers to develop and pilot a methodology which others can adopt, so that all organisations can provide pay information at the recruitment stage and remove their reliance on questions about pay history if they choose.

Jemima Olchawski, Fawcett Society, Chief Executive:

"We are pleased that the government is encouraging employers to remove embedded bias from recruitment practices and supporting our call to End Salary History. Asking salary history questions keeps women on lower salaries and contributes to the UK's gender pay gap – and can mean that past pay discrimination follows women and other groups throughout their career.

"Evidence from US states which have banned asking about past salary shows that is a simple, evidence-led way to improve pay equality for women, people of colour and disabled people. This is an important first step. We hope more employers will answer this call, and sign Fawcett's pledge, as part of other actions to tackle their pay gaps."

The Government has already run 25 returner programmes across the private and public sector and will use learning from these initiatives to design the new STEM programme.

Unpaid care work, including childcare and informal adult care, is disproportionately performed by women. This can have a big impact on pay and progression, with research showing that returners with degrees are, on average, paid 70% of the hourly wage of an equivalent colleague who has not taken time away from work.

By launching the new returners programme, the government is hoping to support those who are looking to step back into work, particularly in STEM sectors. The 2021 STEM Returners index survey revealed that 61% of returners found the process of returning to the industry difficult or very difficult. Those who did return commented on being overqualified for their role and had entered at levels below where they were prior to their break.

In line with the Government's commitment to level up opportunities, the new programme will support returners across the UK – giving them the opportunity

to refresh and grow their skills in sectors where their talents are most needed. It will run for a minimum of two years, and the evidence gathered will enable and provide a base for organisations to provide their own returner programmes.