

# Lincolnshire Police

## Policy Document



## Chemical, Biological, Radiological, Nuclear (CBRN) Policy PD 94

### Code of Ethics

All staff involved in carrying out functions under this policy and associated procedures and appendices will do so in accordance with the principles of the Code of Ethics. The aim of the Code of Ethics is to support each member of the policing profession to deliver the highest professional standards in their service to the public.

Reference Number:	PD 94
Policy Sponsor:	ACC
Policy Owner:	Head of Specialist Operations – C/Supt Paul Timmins
Author:	CBRN Coordinator – PC Jeff Sibson
Publication Date:	June 2020
Review Date:	June 2022

Version:	Date:	Reason For Issue:
6	June 2018	Biennial Review
7	June 2020	Biennial Review

## Legislative Compliance

This document has been drafted to comply with the principles of the Human Rights Act. Proportionality has been identified as the key to Human Rights compliance, this means striking a fair balance between the rights of the individual and those of the rest of the community. There must be a reasonable relationship between the aim to be achieved and the means used.

Equality and Diversity issues have also been considered to ensure compliance with the Equality Act 2010 and meet our legal obligation in relation to the equality duty. In addition, Data Protection, Freedom of Information and Health and Safety Issues have been considered. Adherence to this policy or procedure will therefore ensure compliance with all relevant legislation and internal policies.

***Legislation/law which this document has been drafted to comply with are:***

- [Human Rights Act 1998 \(in particular A.14 – Prohibition of discrimination\)](#)
- [Equality Act 2010](#)
- [Crime and Disorder Act 1998](#)
- [H&S legislation](#)
- [Data Protection Act 2018](#)
- [Freedom Of Information Act 2000](#)
- [Civil Contingencies Act 2004](#)
- [The Police Act 1996](#)

### **Security Classification**

**Policy to be published on Intranet: Yes**

**Policy to be published on Force Website: Yes**

## Authorised Professional Practice (APP)

This Policy has been checked against APP. Lincolnshire Police has adopted the APP provisions, with supplementary information contained herein, which reflects local practice and the needs of the communities served by Lincolnshire Police.

Those provisions are shown in the links below and can be accessed via the home page of the APP website:

### [CBRN](#)

## 1. Policy Aims: (Purpose)

- 1.1. To ensure Lincolnshire Police maintain appropriate capability to respond to CBRN incidents that may affect the county and meet their commitment to support UK police forces capability to deal with CBRN type incidents as required by the current 'UK Government - Strategic Policing Requirement' document.

## 2. Policy Statement: (Key Information)

### 2.1. Principles and Scope

- 2.1.2. This policy sets out how Lincolnshire Police will meet their legal duties, national government directives and agreed commitments to National Police Chiefs Council and other responder organisations with respect to mitigating the risks posed by Chemical, Biological, Radiological and Nuclear (CBRN) incidents.
- 2.1.3. This policy does not provide direction or guidance regarding the operational response to be applied to CBRN Incidents. This is provided via Authorised Professional Practice (APP) issued by College of Policing, national and local training materials and specific regional and local response plans. The nature of Lincolnshire Police operational response will be guided by relevant specialist incident commanders supported by the Police National CBRN Centre (PNCBRNC).

### 2.2. Origins/Background

- 2.2.1. The National Risk Register provides detailed guidance regarding the nature of CBRN risks and threats to be planned for across the UK. The Civil Contingencies Act 2004 places a duty upon Chief Constables (as Category 1 Responders) to assess risk and maintain plans to enable response to identified risks in their area.
- 2.2.2. Local / Regional risk assessment indicates Lincolnshire is exposed to the CBRN risk, though to a lesser level than some other areas of the UK. The CBRN response capability to cover Lincolnshire will be based upon the guidance given within the current National Risk Register and National Resilience Planning Assumptions and East Midlands Regional CBRN - Strategic Threat and Risk Assessment. In broad terms this means that all operational resources need to maintain an awareness of the risk and nature of the initial response required and be able to access the required specialist resources required to deal with the specific hazards and circumstances likely to be generated by CBRN Incidents.
- 2.2.3. It is recognised that CBRN type incidents are an area of business where police

forces across the UK must work together to provide a capability to respond to the CBRN threat as described in the National Risk Register..

- 2.2.4. The National Policing Requirement published by NPCC, provides details regarding the capabilities and capacity required to be developed by UK Police forces to meet the expectations of the Strategic Policing Requirement. There is an expectation that forces will collaborate regionally when organising their contribution to national capacity.
- 2.2.5. The Chief Constable has agreed that Lincolnshire Police should cooperate with other UK police forces to maintain an effective capability to respond to any CBRN incident, including those affecting Lincolnshire in line with the requirements of these national policies. The Police and Crime Plan states, that Lincolnshire Police will play a full part in meeting the Strategic Policing Requirement nationally by working in partnership with regional and national agencies and resourcing appropriate capability locally to provide support to other forces when required.
- 2.2.6. Lincolnshire's contribution to national and regional CBRN capability should be proportionate to the comparative share of the UK / Regional policing budget.
- 2.2.7. The East Midlands Region is required to provide the capability to generate a set number of appropriately trained and equipped specialist CBRN Responders and relevant managers. It has been agreed this resource burden should be spread across all regional police forces, supported by regional command and coordination arrangements which ensure operational interoperability.

### 2.3. **Motivators/Driving Forces**

- Civil Contingencies Act 2004 and related Regulations.
- Human Rights Act
- Health and Safety at Work Act
- Strategic Policing Requirement
- National Policing Requirement
- National Resilience Planning Assumptions
- Police Authorised Professional Practice on CBRN

### 2.4. **Governance**

#### 2.4.1. Lincolnshire Police will:

- 2.4.1.1. Collaborate with other East Midlands Police Forces regarding the development and maintenance of Police CBRN capability. This will include active participation in and taking account of the decisions made by the Regional Strategic and Practitioners CBRN Working Groups adopting relevant Group Terms of Reference. At Force level, strategic leadership will be provided by the Assistant Chief Constable.
- 2.4.1.2. Lead multi-agency cooperation with other Category 1 Responders operating within Lincolnshire, to maintain an ongoing assessment of the counties exposure to risks from an incident involving Chemical, Biological, Radiological release or a Nuclear incident causing impacts severe enough to be regarded as an Emergency (as defined by the Civil Contingencies Act 2004). Assessment will be based upon guidance issued in the current version of the National Risk Assessment, Local Risk Assessment Guidance and National Resilience Planning Assumptions issued by

HM Government – Civil Contingencies Secretariat.

- 2.4.1.3. Take account of the requirements of the current 'Strategic Policing Requirement' to maintain a police CBRN capability in collaboration with other UK police forces.
- 2.4.1.4. Take account of the resource requirements specified by the Police National CBRN Centre and NPCC when assessing the capability and capacity required.
- 2.4.1.5. Take account of and align planned police CBRN response arrangements to CBRN specific guidance issued in NPCC Authorised Professional Practice (APP) and materials published by the Police National CBRN centre.
- 2.4.1.6. Collaborate with other East Midlands Police Forces, National Police Counter Terrorist HQ and relevant Regional Counter Terrorist Units to produce the regional CBRN Strategic Threat and Risk Assessment and coordinate maintenance of a planned police capability to prevent and respond to the impacts of a CBRN incident in the region, and/or contribute to the UK police response capability.
- 2.4.1.7. Ensure coordination of multi-agency planning, capability development and maintenance is so far as necessary to ensure an appropriate multi-agency CBRN response capability is maintained to deal with CBRN risks affecting Lincolnshire. This will be led by the Force Emergency Planning Officer in cooperation with relevant local and regional Category 1 and 2 Responders.
- 2.4.1.8. Cooperate with PNCBRNC in relation to maintenance of national CBRN capability by appointing relevant single points of contact, publishing issued guidance and operational bulletins to relevant staff, completing required administrative procedures in line with agreed NPCC requirements.
- 2.5. **CBRN Specialist Operational Responders (CBRN SOR) - Recruitment and Training**
  - 2.5.1. Staff selected to be police CBRN SOR will be volunteers drawn from a range of force business areas, including collaborations. Selection will be managed to ensure force resilience is maintained in the event of training abstractions and deployments.
  - 2.5.2. Police CBRN SOR will be trained in accordance with the requirements set by PNCBRNC. Only course formats and trainers approved by PNCBRNC will be used to train Lincolnshire Police employed CBRN SOR, CBRN Tactical Advisors and CBRN Command Cadre members.
  - 2.5.3. Lincolnshire Police employed CBRN SOR will be required to maintain their skills in line with current guidance regarding 'Continuous Professional Development (CPD)' issued by PNCBRNC. The decision regarding whether or not a CBRN SOR remains competent for deployment will be made by the Assistant Chief Constable. This decision will be based upon recorded consultation with relevant CBRN trainers, occupational health specialists and the current Force CBRN Coordinator.
  - 2.5.4. Lincolnshire Police employed CBRN SOR will be provided with access to an exercising programme that periodically allows specialist CBRN skills to be practiced in a simulated live environment alongside CBRN SOR from other responders. Where practicable this will be delivered in partnership with other local and regional responders who have an operational role in CBRN incident response in the Lincolnshire area. The exercise programme should allow each CBRN SOR

to participate in at least 1 live play exercise every 3 years.

2.5.5. Staff selected will be expected to commit to the role for a period of at least 3 years. Once selected and trained a volunteer who remains fit for CBRN SOR duties, will be required to gain approval of a Chief Officer before withdrawing from the CBRN SOR Cadre prior to the expiry of the 3 year period from initial training date.

2.5.6. Staff selected for and regarded as available for deployment will be subject to initial then periodic health screening to ensure appropriate physical and mental fitness:

2.5.6.1. Physical fitness assessment for police CBRN SOR will be in line standard fitness testing arrangements for police officers. They must achieve 5:4 on the Standard MSFT (Shuttle). A check will be conducted immediately prior to each CPD session and / or live exercise to ensure a fitness test has been completed successfully within the last 12 months. If not, and the officer is to take part in relevant training / exercise a fitness test should be completed immediately prior to participation.

2.5.6.2. Prior to selection and immediately prior to any live exercising or deployment, CBRN SOR will be required to confirm to the relevant CBRN Operational Commander or trainer, that they remain fit for CBRN SOR duty and declare any current condition or circumstances that would render them temporarily unfit for this duty. Circumstances that will render a person temporarily unfit for these duties are:

- 1 Pregnant or Lactating
- 2 Illness affecting the persons normal heart and/or lung function;
- 3 Uncontrolled asthma;
- 4 Otherwise prohibited by the Force Medical officer;

2.5.6.3. Any CBRN SOR who is unable to meet the fitness test standard being applied or who is regarded as currently not fit for CBRN SOR duty will be withdrawn from the cadre of CBRN SOR until the fitness test is passed or they are deemed fit to resume these duties.

## 2.6. **Other CBRN Specialist Resources – Selection and Training**

2.6.1. CBRN Specialist Commanders, Tactical Advisors, Trainers, Radiation Protection Supervisors, and support staff trained to maintain CBRN PPE need not be volunteers but should be selected for deployment in these roles in line with Force Human Resources Policy. Each of the specified roles carries a mandatory training and Continuous Professional Development (CPD) requirement.

2.6.2. Access to sufficient trained and equipped personnel and equipment to enable testing, inspection and maintenance of the CBRN specific PPE issued to CBRN SOR employed by the Force will be maintained.

2.6.3. NPCC agreed national role profiles for all specialist police CBRN resources will be adopted and all such resources employed by Lincolnshire Police will be required to maintain compliance with these role profile requirements. Nominal details of the Lincolnshire Police employed specialist CBRN resources will be recorded on the NPOCC Mercury 4 Capability and Capacity Database as a record of those

currently trained and deployable in force or via mutual aid.

- 2.6.4. Access will be maintained to a trained and formally appointed Radiation Protection Supervisor to provide Lincolnshire Police with relevant specialist advice and ensure compliance with 'local rules' applied to maintain staff and public safety in accordance with the Ionising Radiation Regulations 2017.

## 2.7. **Non Specialist staff – Training**

- 2.7.1. All police officers (including Special Constables), Force Control Room staff and PCSO are to be required to undertake 'CBRN - Initial Operational Response' training in line with the recommendations of the PNCBRNC. This training will help ensure appropriate initial action is taken by non-specialist police responders in the early stages of an incident in order to remove persons from danger and commence de-contamination and delivery of support and treatment before specialist police responders and equipment arrive at a scene.

## 2.8. **CBRN Specific Personal Protective Equipment**

- 2.8.1. Lincolnshire Police will only procure and issue for use CBRN related Personal Protective Equipment (PPE) which has been approved for use in guidance issued by the PNCBRNC.
- 2.8.2. Adequate and appropriate storage facilities for the PPE and other operational equipment necessary to enable the safe deployment of CBRN resources will be provided and maintained. As a minimum this includes dry, heated storage sufficient to contain a minimum of 50 sets of 'live PPE' and related de-contamination and scene management equipment. In addition appropriate storage for 50 sets of 'training PPE' will be provided at a suitable location within the county.
- 2.8.3. Access to supply sources for CBRN PPE via suppliers approved by PNCBRNC will be maintained.

## 2.9. **Other CBRN Specific Equipment**

- 2.9.1. Access to a vehicle and drivers capable of supporting deployment of CBRN Scene Management Barriers and CBRN Public Communications System stored within East Midlands in accordance with relevant Force 'Drivers Policy' will be maintained.
- 2.9.2. Immediate access to police livery motor vehicles, with audible warning instruments and blue flashing lights designed to enable safe carriage of operational CBRN PPE for 1 PSU strength unit of CBRN SOR will be maintained. These are to be stored at the Lincolnshire Police HQ site. A minimum of two of these must be fitted with a towbar and related trailer lighting electrical sockets to enable towing of the PNCBRNC provided PRPS Equipment trailer.

### **3. Other Related Documents/Appendices:**

- 3.1.
- Health and Safety Policy
  - Drivers Policy
  - HR Policy
  - Personal Safety Training Policy
  - Fleet Strategy
  - Regional Policy / Strategies
  - Overarching Firearms Policy

### **4. Monitoring/Review:**

- 4.1. The policy will be subject to periodic review by the Emergency Planning Officer as scheduled after 2 years or in the event of significant change to risk levels of related regional or national policy and practice.

### **5. Who to contact about this policy:**

- 5.1. This policy is owned by the Head of Specialist Operations. Any enquires about this policy should be directed to the CBRN Coordinator, PC Jeff Sibson, 01522 9(47322), [jeffery.sibson@lincs.pnn.police.uk](mailto:jeffery.sibson@lincs.pnn.police.uk).

## PRO-FORMA FOR THE INITIAL ASSESSMENT

This screening document is the first stage in a two-stage process to take a systematic approach to assessing the impact of an activity on equality. An activity may mean a:

- policy or policy review,
- a business case
- a business plan
- a project initiation
- a decision to implement a service
- a decision to decommission a service.

This screening should be completed by the lead person for the activity with assistance from any of the following departments:

- Human Resources (Where appropriate)
- Equality and Diversity
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<b>Department:</b>	EMOPSS	<b>Section:</b>	EMERGENCY PLANNING	<b>Person responsible for initial assessment:</b>	IAN WATKINS
<b>Name of the Policy to be assessed:</b>	<b>CBRN POLICY</b>	<b>Date of Assessment:</b>	<b>22/06/2016</b>	<b>Is this a new or existing policy?</b>	EXISTING
1. Briefly describe the aims, objectives and purpose of the policy.		To set out how Lincolnshire Police will meet their legal duties, national government directives and agreed commitments to National Police Chiefs Council and other responder organisations with respect to mitigating the risks			

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	posed by Chemical, Biological, Radiological and Nuclear (CBRN) incidents.	
2. Are there any associated objectives of the policy? Please explain.	No.	
3. Who is intended to benefit from the policy and in what way?	Chief Officers, CBRN Specialist Responders by having clarity regarding force arrangements. Service users by ensuring effective CBRN capability is in place.	
4. What outcomes are wanted from this policy?	Clarity about how Lincolnshire Police will meet their legal duties, national government directives and agreed commitments to National Police Chiefs Council and other responder organisations with respect to mitigating the risks posed by Chemical, Biological, Radiological and Nuclear (CBRN) incidents.	
5. What factors/forces could contribute/detract from the outcomes?	Failure to apply policy.	
6. Who are the main stakeholders in relation to the Policy?	Chief Officers, CBRN Specialist Responders, other agency CBRN Responders.	
7. Who implements the policy and who is responsible for the activity?	Emergency Planning Officer, Chief Officers, CBRN Coordinator.	
8. Is there any likelihood the policy <b>could</b> have a differential impact on racial groups? (including Gypsies and Travellers)	<b>N</b>	There is nothing within the policy that is likely to create a differential impact on different racial groups.

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<p>What existing evidence (either presumed or otherwise) do you have for this?</p>	<p>Review has not identified any evidence of potential impacts. Nor does there appear to be any evidence which proves there is no impact.</p>		
<p>9. Is there any likelihood the policy <b>could</b> have a differential impact due to gender?</p>	<p>Y</p>		<p>The policy could have a differential impact due to gender. There is an element in the policy that specifically refers to fitness for CBRN SOR duty that is only relevant to females, namely temporary exclusion from the duty whilst pregnant, breast feeding of lactating. Some may regard the impact as negative if they feel the exclusion from duty is inappropriate.</p>
<p>What existing evidence (either presumed or otherwise) do you have for this?</p>	<p>Medical research referenced by HSE, indicates an increased risk to the foetus in pregnant female humans. There is also increased risk to breastfeeding infants in the event of exposure to radiation. CBRN work involves work with radioactive sources including Chemical Agent Monitors and X-Ray equipment. In addition the duties may involve increased risk of exposure to radioactive contamination. Controlling exposure to a level below limits imposed in relation to pregnant / breastfeeding females by Ionising Radiation Regulations 1999 during operational deployments is likely to be impracticable. In addition medical evidence indicates there is likely to be a disproportionate negative health impact on the foetus in a pregnant female of breastfeeding infant in the event of exposure of the mother to toxic chemicals including the Nerve Agent Pre-treatment and nerve agent Combopen (Atropin) and /or Potassium Iodide. As a result, application of Health and Safety Legislation indicates temporary exclusion from duties where the risk of exposure is present is reasonable in order to reduce risk to ALARP.</p>		

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10. Is there any likelihood the policy <b>could</b> have a differential impact on due disability?		<b>N</b>	There is nothing within the policy that is likely to create a differential impact due to disability.
What existing evidence (either presumed or otherwise) do you have for this?	Review has failed to identify any evidence of potential impacts. Nor does there appear to be any evidence which proves there is no impact.		
11. Is there any likelihood the policy <b>could</b> have a differential impact on people due to sexual orientation?		<b>N</b>	There is nothing within the policy that is likely to create a differential impact due to sexual orientation.
What existing evidence (either presumed or otherwise) do you have for this?	Review has not identified any evidence of potential impacts. Nor does there appear to be any evidence which proves there is no impact.		
12. Is there any likelihood the policy <b>could</b> have a differential impact on people due to their age?		<b>N</b>	There is nothing within the policy that is likely to create a differential impact due to age.
12a Is there any likelihood the policy <b>could</b> have a differential impact on Young People and Children?		<b>N</b>	There is nothing within the policy that is likely to create a differential impact due them being young people or children.
What existing evidence (either presumed or otherwise) do you have for this?	The policy does not affect any young people or children so it is believed no impact is likely.		

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12b Is there any likelihood the policy <b>could</b> have a differential impact on Older People?		<b>N</b>	There is nothing within the policy that is likely to create a differential impact on older people.
What existing evidence (either presumed or otherwise) do you have for this?	Review has not identified any evidence of potential impacts. Nor does there appear to be any evidence which proves there is no impact.		
13. Is there any likelihood the policy <b>could</b> have a differential impact on people due to their religious belief?		<b>N</b>	There is nothing within the policy that is likely to create a differential impact due to their religious belief.
What existing evidence (either presumed or otherwise) do you have for this?	Review has not identified any evidence of potential impacts. Nor does there appear to be any evidence which proves there is no impact.		
14. Is there any likelihood the policy <b>could</b> have a differential impact on people due to them having dependants/caring responsibilities?		<b>N</b>	There is nothing within the policy that is likely to create a differential impact due to them having dependants / caring responsibilities.
What existing evidence (either presumed or otherwise) do you have for this?	Review has not identified any evidence of potential impacts. Nor does there appear to be any evidence which proves there is no impact.		

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15. Is there any likelihood the activity <b>could</b> have a differential impact on people due to Marriage or Civil partnership?		<b>N</b>	There is nothing within the policy that is likely to create a differential impact due to marriage or civil partnership.
What existing evidence (either presumed or otherwise) do you have for this?	Review has not identified any evidence of potential impacts. Nor does there appear to be any evidence which proves there is no impact.		
16. Is there any likelihood the policy <b>could</b> have a differential impact on people due to them being Transgender or Transsexual?		<b>N</b>	There is nothing within the policy that is likely to create a differential impact due to them being transgender or transsexual.
What existing evidence (either presumed or otherwise) do you have for this?	Review has not identified any evidence of potential impacts. Nor does there appear to be any evidence which proves there is no impact.		
17. If a differential impact has been identified in 8-16, will this amount to there being the potential for an adverse impact in this policy?	<b>Y</b>		The impact described in section 9 may be regarded by some as an adverse impact.
18. Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group? Or any other reason?	<b>Y</b>		It is felt the adverse impact mentioned in section 9 is justified. It is regarded as the minimum reasonable action necessary to ensure the health and safety of a foetus within a pregnant mother or breastfeeding child of a mother, who is engaging in CBRN Specialist Operational Response Duties.

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<p>19. If Yes, is there enough evidence to proceed to a full EIA?</p> <p>The likely minimal extent of impacts and acceptance of the measures proposed indicates no full EIA is required.</p>		NO
<p>20. Date on which Full impact assessment to be completed by.</p>	N/A	

**Signed (completing officer) Ian Watkins**

Signed (Lead officer) Ian Watkins

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## Groups Affected

Please identify the anticipated impact this activity will have on the following population groups.

- Tick the appropriate box and give explanation if so required,
- Please note that there are both likely benefits and adverse impact within the same group
- Any groups highlighted as likely to be adversely affected should be consulted in the second stage Full Impact Assessment if one has been identified as being needed.

	Likely to Benefit	No Impact	Adverse Impact
<b>Disability</b> - Physical ,Sensory, Learning Disability, Mental Health, Carers		X	
<b>Gender</b> - Male , Female			X
<b>Transgender</b>		X	
<b>Race</b> - Traveller and Gypsy etc		X	
<b>Sexual Orientation</b> - Lesbian, Gay , Bisexual		X	
<b>Religion and Belief</b>		X	
<b>Age</b> - Young and Old		X	
<b>Marriage and Civil Partnerships</b>		X	