CNC Celebrates Women Across Policing on International Women’s Day

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The CNC celebrates International Women’s Day 2026, highlighting women’s leadership, inclusive culture, and record female firearms officer numbers.

The Civil Nuclear Constabulary (CNC) is marking International Women’s Day 2026 (IWD) by recognising the professionalism, expertise and leadership of the women who help protect the United Kingdom’s civil nuclear sites, the transport of nuclear materials, and other nationally significant infrastructure.

This year’s theme is Give to Gain, which highlights how providing support, guidance and opportunity to women benefits everyone. For the CNC, it is both a reflection of its public service as a police force and an opportunity to demonstrate commitment as an inclusive employer, with a range of support available to female officers and staff.

Women fulfil vital roles across every part of the CNC – from frontline armed policing to the specialist positions that enable operational delivery.

The CNC employs over 400 women, representing nearly a quarter of the workforce. Women hold every rank, from new recruits up to Assistant Chief Constable, and occupy a wide range of leadership and specialist roles across policing and staff functions.

Within the operational ranks, the CNC is proud to have the highest proportion of female Authorised Firearms Officers (AFO) in UK policing, reflecting its commitment to enabling women to succeed in one of the most demanding areas of operational policing.

The CNC continues to invest in programmes designed to support recruits entering operational firearms roles. Following a data-led review of the firearms phase of the Initial Foundation Programme (IFP), the force introduced enhanced coaching, tailored tuition and additional support during training.

These changes have increased the overall pass rate for all recruits to more than 77 %, while maintaining the rigorous standards set by the College of Policing National Police Firearms Training Curriculum. This ensures every recruit – including women entering operational firearms roles – has the support needed to meet the demanding standards of operational policing.

The force has a strong and inclusive culture, recently rising to 36th in the Inclusive Employers annual assessment, reflecting the breadth of initiatives and programmes in place. These include enhanced maternity leave and flexible working, the recently signed Fertility Support Pledge, and a variety of staff networks providing guidance and assistance on issues such as becoming a new parent and menopause.

ACC Kerry Smith, CNC’s Executive Lead for People, said: “International Women’s Day allows us to recognise the contribution female officers and staff make alongside our male colleagues in delivering our vital role protecting critical national infrastructure.

“I am proud we have created a culture of inclusivity, built on respect, teamwork and supportive policies that enable women to be their best. This IWD, we celebrate all that women have achieved in

policing and encourage anyone considering a career in policing to take that step.”

https://www.gov.uk/government/news/cnc-celebrates-women-across-policing-on-international-women-day