

112 LLC Meeting

**Thursday 6 November
2025**
Recreational Society,
Aldermaston



- **9.30 Networking / refreshments**
- 10.00 Welcome and introductions
- 10.30 Community update
- 10.50 Development update
- 11.05 SHEQ update
- 11.35 Strategic and future workforce update
- 11.50 Estates and Liabilities update

- **12.05 Lunch**
- 13.00 Emergency planning update
- 13.30 Regulators' update
- 14.30 Ministry of Defence Police update
- 15.00 Any Other Business
- **15.30 Close**

Chair's Opening Remarks



Ian Rogers

Chief Nuclear Officer and Executive Director Assurance - AWE

AWE Community Update

Responsible Business Team

This data covers Responsible Business activities from August 2024 – July 2025, as this captures the end of the financial and academic years.

STEM Engagement

Number of young people reached



52,123

Community Investment

Number of volunteering activities



1,150

Community Communications

West Berkshire Museum visitors



Over 7,800

Number of schools reached



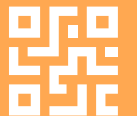
277

Amount raised for PACT



Over £13,000






Connect magazine views



625

School snapshot



			
	Primary	Secondary	
Number of schools within 20 miles of A&B sites 	c. 200	c.65	c.265
Number of young people reached 	9,128	42,995	52,123
Number of schools reached 	87	190	277
FY24 Social Value	£6,391,234.46		

Our current activities in schools



Secondary Schools & Colleges

Career fairs

Career talks
and
assemblies

Career
leaders on-
site tour

Guess my
job
workshops

Business
speed
networking

Application
and CV
writing
support

Mentoring

Virtual
career
webinars

People like
me
workshops

Primary Schools

QMC
Primary
Science
Centre

Primary
science
challenge

Guess my
job
workshops

Assemblies
and
presentation

People like
me
workshops

Self-service
STEM
workshop
kits

Highlights from our primary school engagements

Primary Science Challenge

As part of AWE's 75th anniversary celebrations, we invited local primary school students to imagine the future of science and engineering through art. Over 800 entries flooded in, each one offering a unique and imaginative glimpse into what a scientist or engineer might look like in 75 years' time.

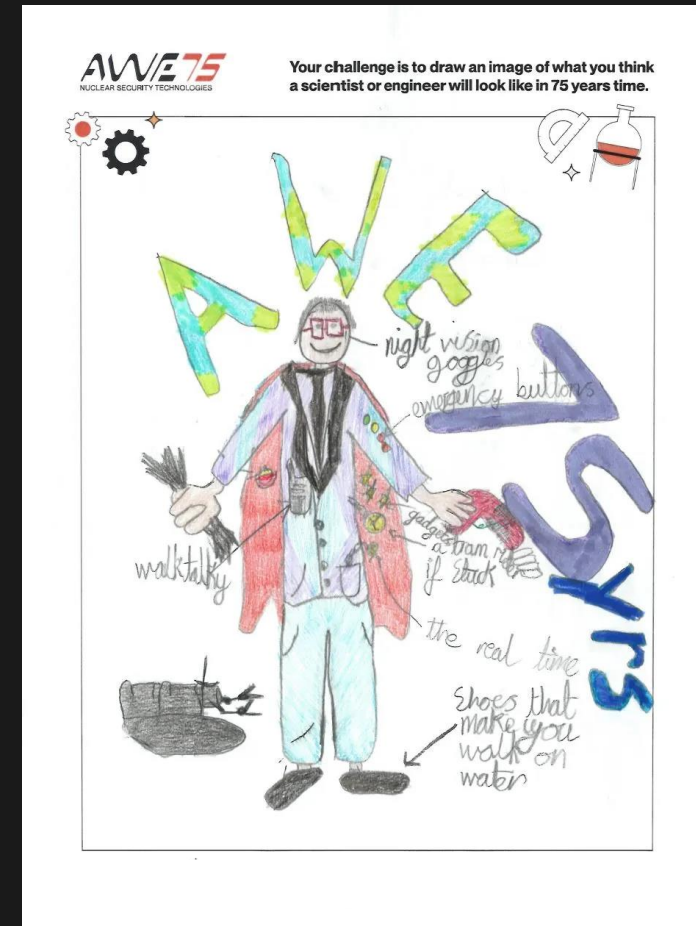
We had everything from-

- Robotic limbs
- Floating lab coats
- AI companions
- Gravity-defying gadgets
- Octopus in space

The prize was a Royal Institution Science Show titled 'Explosive Food' for their whole school!

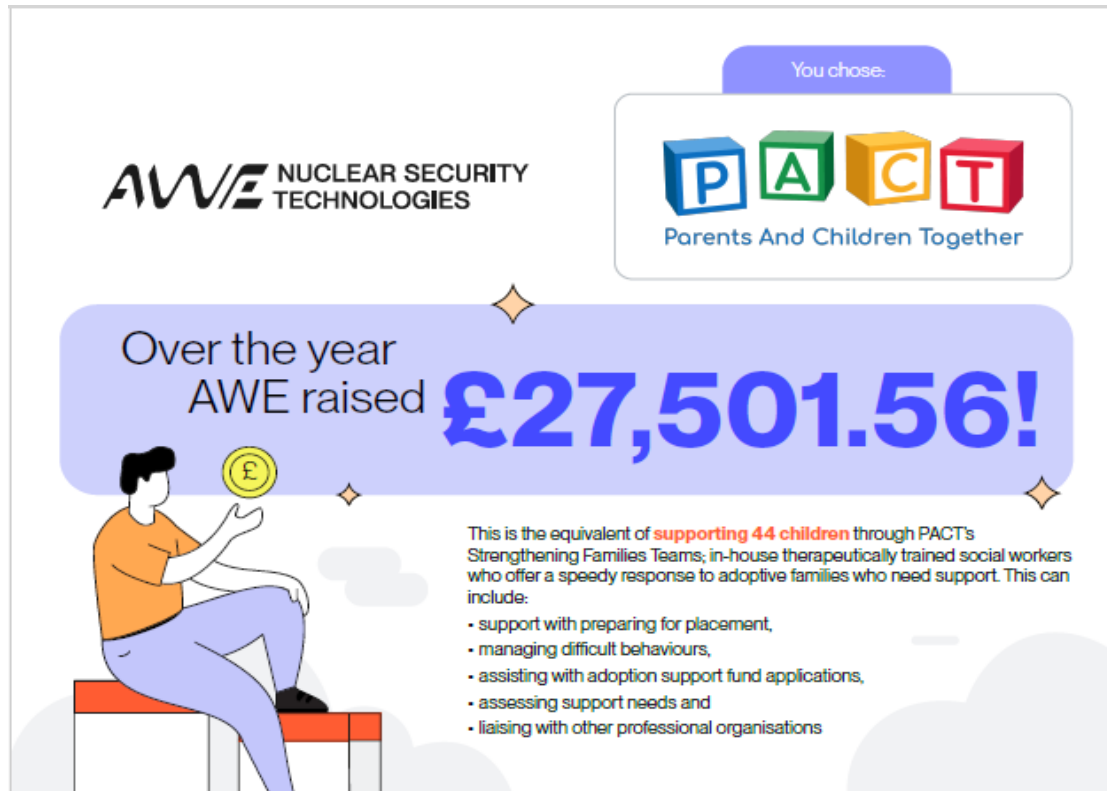


The winning entry



Parents and Children Together (PACT)

For the first time since becoming a non departmental public body, AWE selected a charity partner. This followed colleague workshops, focus groups and a company vote to make sure our partner was aligned to our strategic goals and the values of our people.



Volunteering

All our colleagues are entitled to take up to:

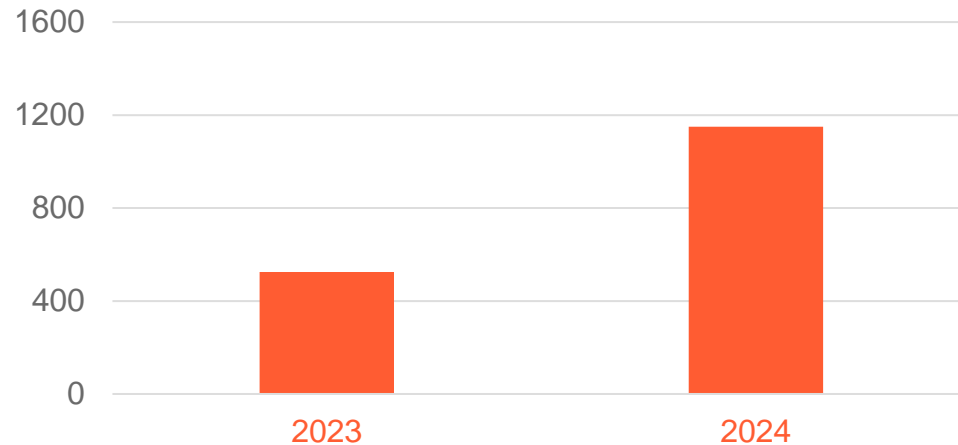
2

days individual volunteering

1

day team volunteering

Number of volunteering activities logged
in workday



Following a communication and awareness push, volunteering numbers more than doubled in 2024 to 1,150.

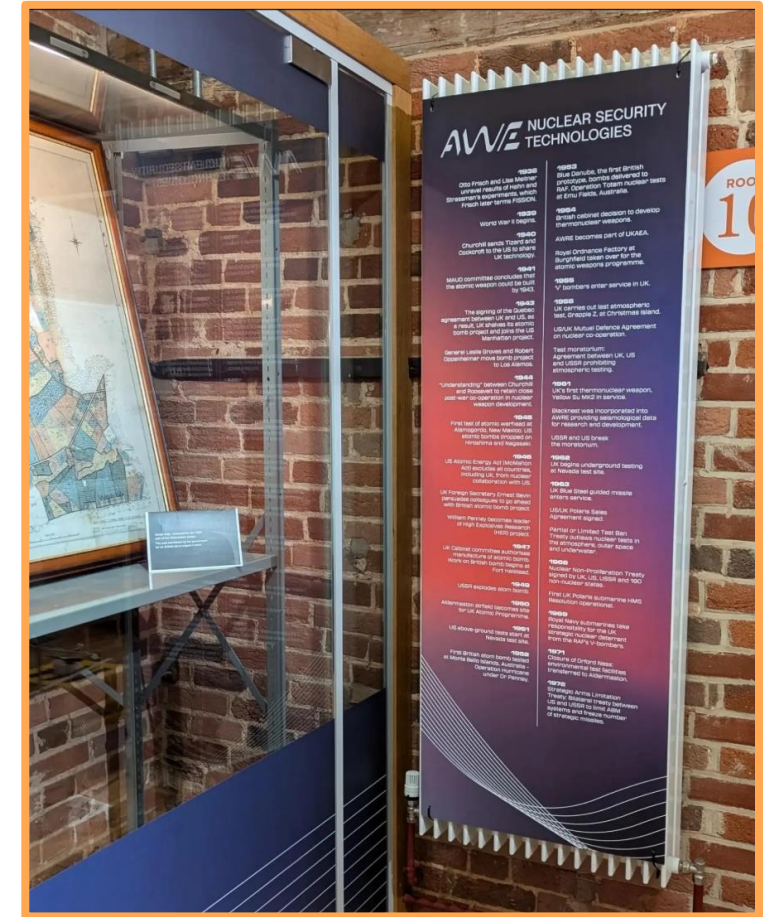
Case Study

Mark Hedges and his leadership team volunteered at PACT, wrapping presents for children and mothers. The presents were selected on one side of the room and taken to the AWE volunteers to be wrapped.

For a lot of the families these would be the only presents they received at Christmas.



West Berkshire Museum Exhibition and STEM Day for AWE75



AWE Development Update

Planning applications and appeals



APPEAL – LAND EAST OF HAYES DRIVE AND NORTH OF CHURCH LANE THREE MILE CROSS
APP/X0360/W/24/3354607 22 SEPTEMBER 2025 (150 pages)

148 Dwellings with associated infrastructure including public open space, with only access to be considered. Appeal was recovered by Secretary of State (SOS), meaning Planning Inspector holds appeal, writes report and sends to SOS for final determination.

Main issues

- Effect upon the character and appearance of the countryside
- Effect upon surface drainage
- Safety and wellbeing of future residents of the proposed development, and the wider public, with regard to the proximity of the Atomic Weapons Establishment (AWE) site at Burghfield (AWE (B))
- The future capability and capacity of AWE (B) to operate effectively

Planning balance

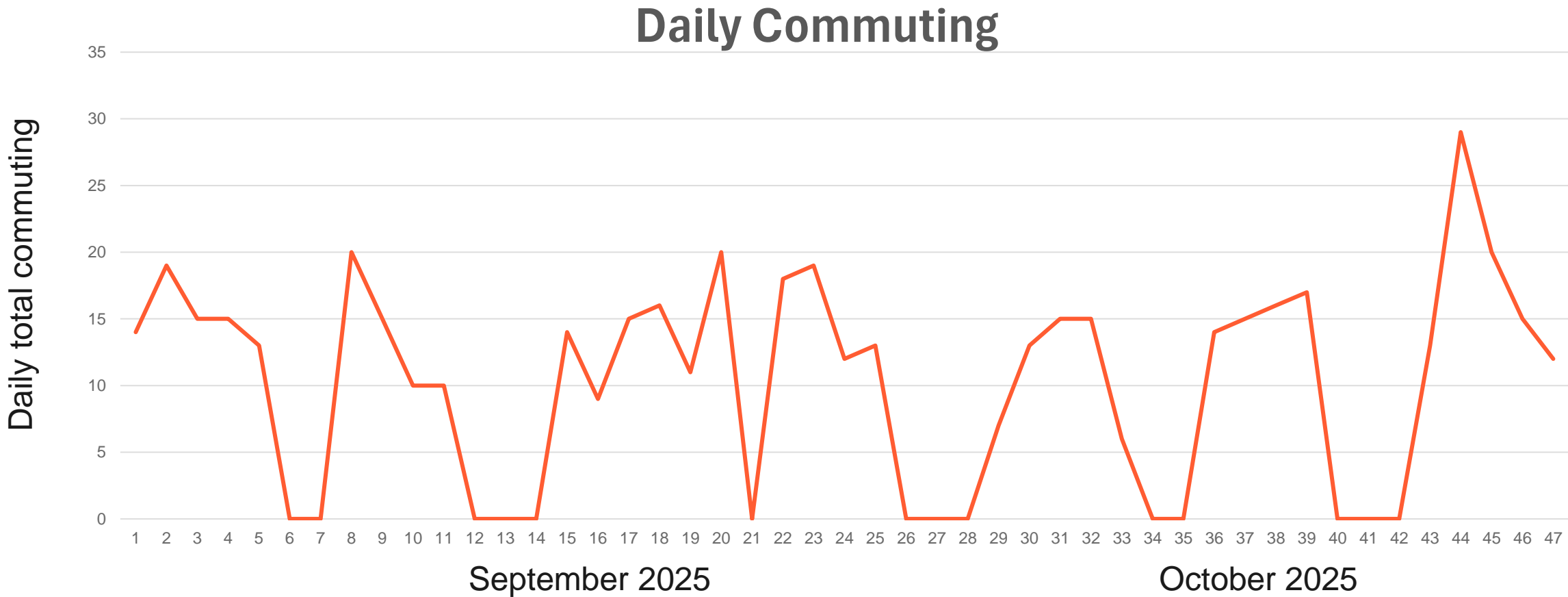
- Although “tiny chance of an accident occurring” and in the event of an accident “the radiation dose at the appeal site is highly unlikely to cause physical harm”, there could be psychological harm and may be harm resulting from the shelter period
- Impact on Blue Light services
- Great weight given to ONR witnesses professional views that the Off Site Emergency Plan is under pressure
- The future capability and capacity of AWE(B) to operate effectively of critical importance for national security
- No five-year housing land supply and lack of affordable housing

Planning decision - REFUSE

“..the adverse impacts of granting permission, including the unacceptable risk to the future capability and capacity of AWE(B) to operate effectively and the implications for national security, would significantly and demonstrably outweigh the benefits when assessed against policies in the Framework taken as a whole,...”

Appeal Decision, Secretary of State

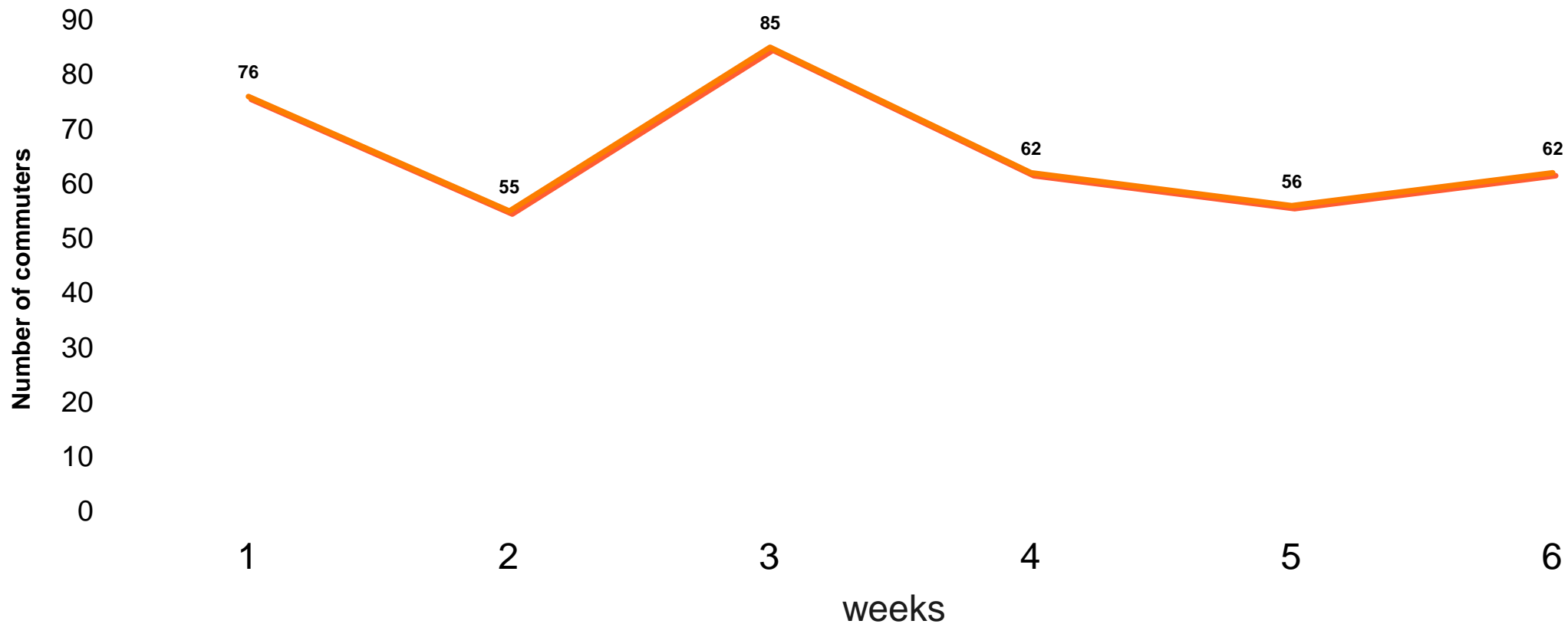
Aldermaston Shuttle Bus Data – Total Daily commuting



Aldermaston Shuttle Bus data – weekly totals



September / October 2025

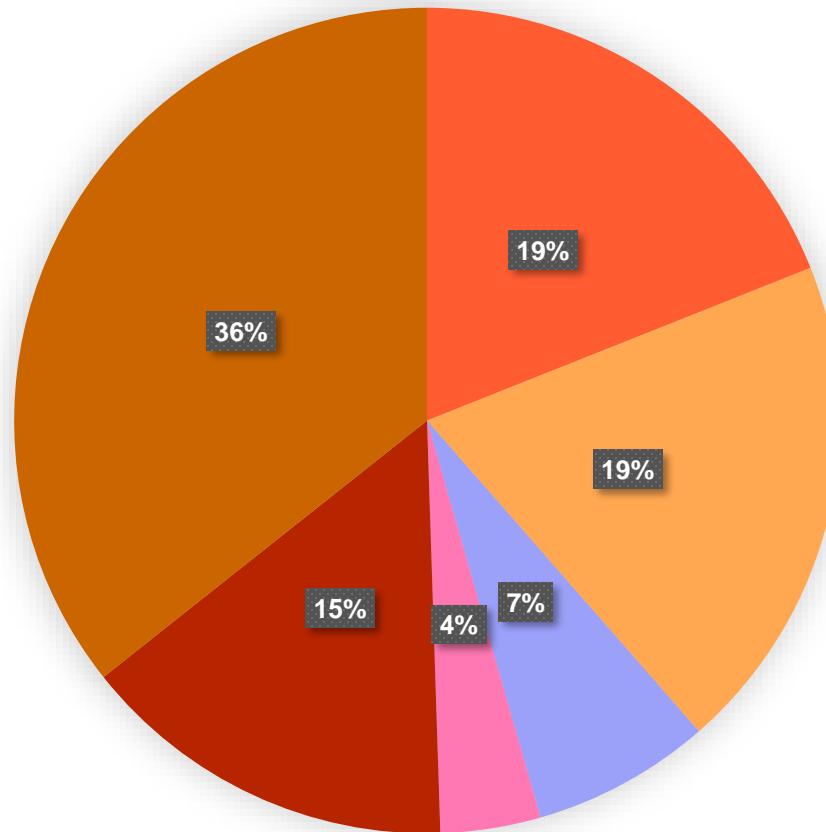


Aldermaston Shuttle Bus Data – distribution by time



September / October 2025

Distribution of Commuters by time



AWE SHEQ Update

Personal Safety



Injury arising from:

Resulting in:

28 people
sustained work-related
injuries in the 12 months
to the end of September
2025

17 injuries to members of staff

20 injured parties required
one or more days away
from work to recover

321 days lost

0.271 OSHA Rate
per 200,000 hours worked

10 People striking against or being struck by an object resulting in fractures, cuts and / or pain

7 Slip / trip / falls of persons at the same level resulting in fractures and / or pain / strain / sprain

3 People stumbled on steps / stairs resulting in fractures and sprains

2 People experienced lower back pain following manual handling tasks

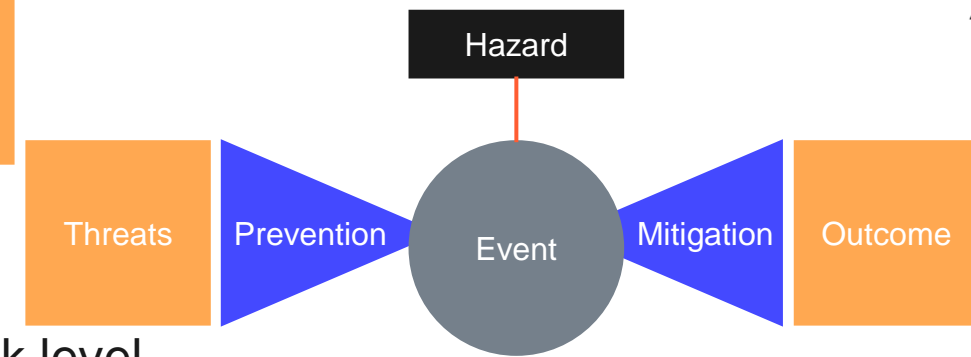
2 Contact with a sharp item resulting in cuts

2 Instances of an airborne particle entered the eye

2 Instances of items not operating as expected resulting in thermal burn, and lower back pain

We have applied a US Occupational Safety & Health Administration (OSHA) Classification to injury and illness records so we can benchmark against other UK and US operators who use the system. OSHA also provides a greater range of predefined injury classifications than RIDDOR, so is a better way to track personal injuries.

Process Safety



Process Safety performance remains at an acceptable risk level.

There have been two Process Safety Loss of Control/Containment events raised between 1st March 2025 – 30th September 2025. Both events have been investigated, and appropriate preventative actions have been put in place.

Process Safety training remains a priority and Process Safety Leadership is now being delivered to senior leaders via a one-day on-line course, whilst Process Safety Management is delivered for supervisors as part of their accreditation, and Process Safety Awareness for apprentices.

Extended Reality training continues to be developed and is used to raise hazard awareness amongst staff at all levels of the organisation. Virtual Chemical Store version 2 has been delivered July 2025 and extended reality for the Explosives Business Unit has just been launched with several scenarios developed for the area.

Number of Events Notified to the ONR in Calendar Year 2025 to end of September:

23

Protecting the Environment and People



Waste Management

The Environment Management target for diverted from landfill: **99%**
Total waste diverted from landfill: **98.8%**

Trade Effluent

Assessed Dose Aldermaston: **< 0.1 μSv**
Assessed Dose Burghfield: **< 0.1 μSv**

Nuclear Worker

Annual UK Occupational Dose Limit: **20,000 μSv**
AWE Individual Radiation Dose: **480 μSv**

Discharge to Water

Assessed Dose Aldermaston Stream:
< 0.1 μSv

Discharge to Air

Assessed Dose Aldermaston: **1.8 μSv**
Assessed Dose Burghfield: **< 0.1 μSv**

Direct Dose at Site Boundary

Maximum Dose Aldermaston: **10 μSv**
Maximum Dose Burghfield: **indistinguishable from natural background**

Radiation dose put into context:

Annual UK non-occupational radiation dose is 2,700 μSv .
This is the average level of radiation dose that a person resident in the UK will receive each year from background sources of radiation.

Assessed public dose put into context:

A dose of 10 μSv (microsieverts) is comparable to that expected to be received from eating a 100g bag of Brazil nuts.

Biodiversity monitoring at AWE

Peregrine
falcon nesting



Great crested
newts



Badger setts



Bat roosts



Reduced mow
areas to
support
pollinators



Housemartin
and woodlark
nests



Action 111/07: AWE to share the environmental monitoring programmes that it undertakes at its sites.

Monitoring surveys undertaken across the AWE estate



Survey Type	Frequency
Bird surveys utilising BTO methodologies	
Breeding bird survey (BBS)	Annual
Wetland bird survey (WeBS)	Annual
Heathland bird survey	Annual
Schedule 1 species monitoring (typically peregrine falcon, woodlark & black redstart)	Annual
Herpetological surveys utilising ARC methodologies	
Great crested newt (GCN) population count	Biennial
Reptile population count	Biennial

*In addition to regular survey efforts, development-based surveys inform sitewide knowledge of ecological features.

Discharges to public sewer – via Aldermaston site trade effluent plant

TRADE EFFLUENT	Total for Month	Daily Average	Daily Maximum	Daily Minimum
Volume discharge (m³)	976.53	32.55	250.29	0

TRADE EFFLUENT	Analytical Results – Monthly Composite	Limits specified in Consent TSIL0206
Rapidly Settleable Solids (mg/l)	0.10	100.0
*Settleable Solids (mg/l)	11.60	1000.0
Chemical Oxygen Demand(mg/l)	15.0	500.0
Beryllium (mg/l)	0.001	0.030
Available Chlorine (mg/l)	0.10	50.0
Total Cyanide (mg/l)	0.1	5.0
Ammoniacal-Nitrogen (mg/l)	0.1	35.0
Total Phosphorus (mg/l)	0.14	13.0
Sulphate (mg/l)	29.00	1800.0
Cadmium (mg/l)	0.001	0.010
Chromium (mg/l)	0.016	3.0
Copper (mg/l)	0.113	3.0
Gold (mg/l)	0.057	1.0
Lead (mg/l)	0.006	3.0
Mercury (mg/l)	0.00005	0.001
Nickel (mg/l)	0.009	2.0
Silver (mg/l)	0.003	5.0
Zinc (mg/l)	0.064	3.0
Tin (mg/l)	0.001	10.0
Chloride (mg/l)	140.00	1500.0
Iron (mg/l)	0.211	50.0

Molybdenum (mg/l)	0.024	3.0
Aluminium (mg/l)	0.037	100
Arsenic (mg/l)	0.005	1
pH	8.32	6 – 11
*Denotes – measured as suspended solids		

TRADE EFFLUENT	Analytical Result – Bulk Tank Sample	Limits specified in Consent TSIL0206
**Unsaponifiable Material (mg/l) (mineral oil or grease)	0.02	50.0
**denotes – representative sample only		

All discharges to public sewer during the reporting period remained within the limits specified by Thames Water Consent TSIL0206.

August 2025 return to Thames Water showing low concentrations discharged to public sewer.

- Effluent is held in the on-site trade effluent plant (TEP) then monitored prior to discharge.
- Monitoring data shows results are well within Consent Limits
- Effluent discharges into the Public Sewer and ultimately into Silchester Sewage Works

AWE Strategic and Future Workforce Update

2025 – approximately 9,600 employees
2026 -10,000 employees including up to 1,000 moving from Aldermaston to an alternative location

Up to 250
working at
other UK
locations

9,250
assigned to key
Berkshire sites
(Aldermaston &
Burghfield)

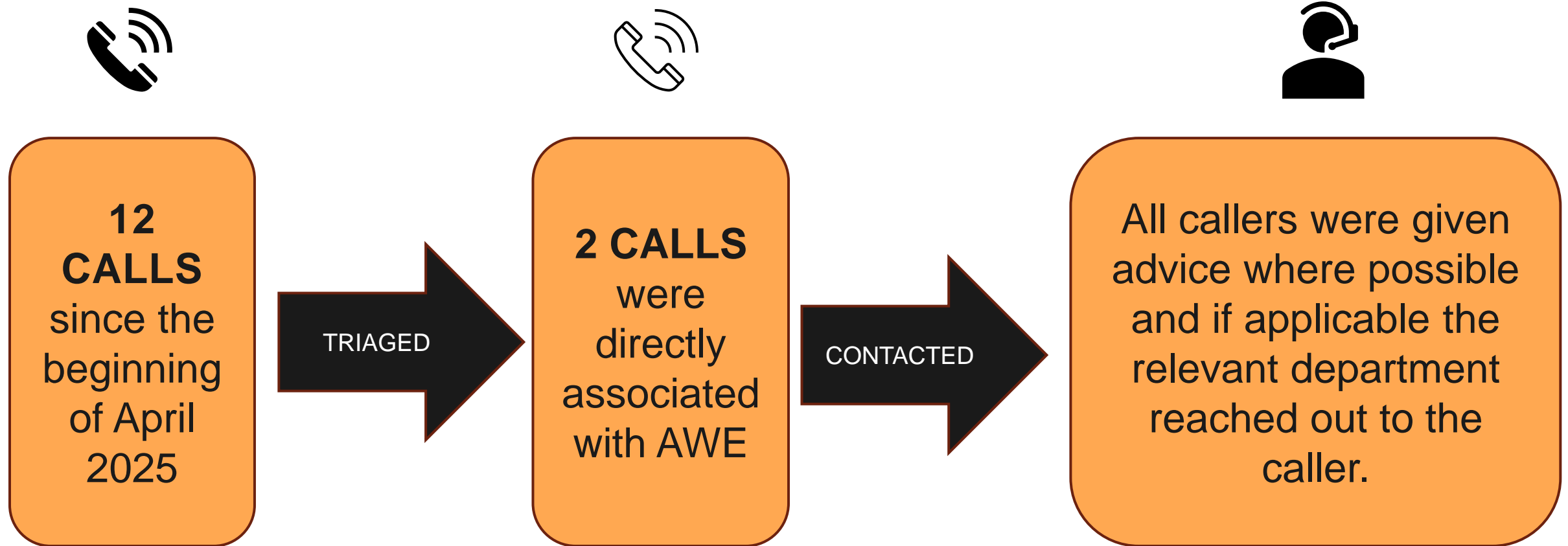
Up to 100
working
internationally

**A significant proportion are hybrid workers*

**Values are approximate to protect sensitive data*

AWE Estates and Liabilities Update

Community Concerns



Community Concerns



Driving and Parking
Concerns

Reported Explosion /
Noise in
Aldermaston village

Construction
Concerns

Driving and Parking Concerns



1. Call received from a local resident concerned over the volume of traffic around Falcon Fields (Tadley) during lunchtimes and attributed this to AWE. We have also received emails regarding staff potentially parking in residential roads in the area and then walking onto site.
2. Resident called to say there has been a van parked in a lay-by in Almswood Road for 6 months and believed it was a contractor for AWE.



1. Safety is of paramount importance for AWE, and we dedicate a significant amount of time and resource to manage the flow of traffic both on and off site. In relation to staff parking off site in neighbouring streets and walking in, we investigated this situation over several days and noted that only a couple of instances were AWE staff, and this has been discussed with them. During those investigations it was noted that none of the cars were blocking access or parked on double yellow lines. We will continue to monitor the situation.
2. MDP helped us to investigate, and it was determined that the van was not linked to AWE. The local council was informed, and the van has now since been moved.

Reported Explosion/Noise in Aldermaston Village



Resident in Aldermaston village concerned by an incident involving a large bang that sounded like an explosion that was heard by many in the village. There was suggestion that it was a controlled explosion outside the AWE perimeter on the Aldermaston Manor Estate and asked for reassurance.



This call was investigated by the Duty Shift Manager with the following findings: The MDP received a call on the Saturday afternoon from Thames Valley Police about an unexploded tank shell that had been found in Theale. A decision was made by TVP and the local authorities to carry out a controlled detonation of the ordinance on the grounds of the manor house. This decision was made independently of AWE and was not something to do with AWE operations. Based on the timeline, the loud noise that was heard was likely to be the controlled explosion. Corporate affairs reached out to the Parish Council to offer reassurance.

Construction



AWE received an email from residents of Brimpton Common relating to works at Blacknest. The email outlined issues related to noise (from workers, air-con unit and generator), lighting, potential risks from asbestos removal and parking of workers' vehicles. Residents wished to know if the situation was temporary or permanent, how the noise issue can be addressed, to understand the Health & Safety risks to themselves from asbestos removal and whether the air-con fan could be moved.



There has been open communication with the residents of Brimpton Common on these matters. Some of their concerns were able to be fixed quickly, such as parking behaviours and moving of the welfare unit away from the boundary, and reassuring them that there were strict controls around Health & Safety for asbestos removal. The Head of Conventional Estates has visited Blacknest to assess the noise on several occasions and speak to residents, a new fence was erected and sound barrier installed initially, but unfortunately this did not resolve the issue. A new air conditioning system has been ordered, which will be quieter. AWE will also relocate this new unit to a completely new location to ensure minimum noise possible, however this will require significant modifications to achieve, and take a little longer.

Construction



Grazeley resident raised a concern that new lighting erected at AWE Burghfield was having an effect on their home environment.



We were unable to confirm if the light source came from AWE or if it came from adjacent businesses. However, lights on the AWE construction site have, wherever possible, been redirected and mobile street lighting adjusted to reduce direct lighting beyond the fence line. Shift will monitor this further during early winter to determine the path of the adjusted lights.

Protestor Activity

- Regular monthly 'Women's Peace Camp' second weekend of each month (one per month)
- No other upcoming planned/known "Protest" activity.



Lunch

Reconvene at 13.00

AWE / WBDC joint Emergency Planning Update

Regulators' Update



Defence Safety Authority

DNSR Update to LLC

Karl Pallester - DNSR Inspector AWE
Thursday 6th November 2025





DNSR Vires

Where there are **Disapplications, Exemptions or Derogations (DED)** from Statute

A **Disapplication** is vested within the AWE Act 1991 (Amended 1997)

“[License Conditions].....shall not apply to the extent that such conditions affect the design of a nuclear device or any other device (other than a nuclear reactor) intended to simulate the properties of a nuclear device.”

- When Class 1 (Explosives) and Class 7 (Radioactive) materials come together
- A through-life focus rather than safety-on-the-day
- Product-based approach rather than facility-based





Enforcement

- DNSR Assurance Rating of AWE – **Moderate**
- No Prohibition or Improvement Notices
- 9 x Corrective Action Requirements
 - 5 at GG Complex
 - 3 at MENSA
 - 1 at Corporate
- 1 x DNSR Regulatory Hold Point
 - Mensa SPD MSR
(assessment due this month)





Interventions

- **May** - XBU Building regulatory hold point released following inspection.
- **May** - SITEX A with ONR
- **July** – Annual Review of Environment, Safety & Security
- **August** - AWE Organisational Change Interventions with ONR and EA
- **September** - Delivery of ACBU periodic review of safety. Triage underway.
- **October** - SITEX B with ONR





Defence Safety Authority

Questions



Ministry of Defence Police Update



An Introduction to the Ministry of Defence Police



- **Superintendent Sally Hunt**
- AWE Group





Who are the MDP?

- The Ministry of Defence Police (MDP) is a civilian police force that protects the UK's Defence community, capabilities and assets.
- Unlike territorial police forces, our jurisdiction and expertise are focused on protecting the critical infrastructure that underpins national security.



MDP in the community footprint

High Visibility Patrols

What is it?

- 90% of MDP officers are Authorised Firearms Officer Counter Terrorism (AFO CT)
- Specialist armed police presence
- Trained to national police firearms standards

How it works:

- Visible security presence within and beyond protected sites
- Strategic deployment across Defence establishments
- Immediate response capability

The effect:

- Deters potential threats through visible presence
- Provides rapid response to incidents
- Distinguishes MDP from territorial forces





MDP in the community footprint

Police Dog Handlers

What is it?

- Specialist armed officers partnered with highly trained police dogs
- Enhanced security capabilities across Defence establishments
- Crucial component of operational security framework

How it works:

- Multi-disciplinary training: property searches, tracking, subject control
- Continuous training programmes for handlers and dogs
- Regular exercises across various security scenario

The effect:

- Enhanced detection and intervention capabilities
- Visible deterrent effect
- Strengthens overall Defence establishment security





MDP in the community footprint

- **Project Servator Officers**
- **What is it?**
- Specialist policing tactic disrupting criminal activity including terrorism
- Creates network of vigilance with police, businesses and public
- **How it works:**
- Unpredictable, highly visible deployments
- Specially-trained officers detect hostile reconnaissance
- Multi-resource approach: dogs, armed officers, CCTV, vehicle checkpoints
- **The effect:**
- Disrupts criminal behaviour and identifies intent
- Provides public reassurance
- Makes UK difficult place for criminals to operate





MDP in the community footprint

Assistance to Other Forces

What is it?

- Mutual aid provision where Ministry of Defence Police provides policing assistance to other forces when requested, particularly during major incidents or events that exceed a single force's capacity.

How it works:

- Two main deployment types: Emergency/Spontaneous Deployment for unforeseen demands like disorder outbreaks or investigations, and Planned Deployment for significant events requiring additional capacity. Regular collaboration includes Project Servator operations with other forces.

The effect:

- Enhanced national policing capability through shared resources, improved multi-force coordination during major incidents, and strengthened relationships across UK policing through regular collaborative operations.





MDP in the community footprint

- **Why have I noticed an increase in visibility?**
- The implementation of the Operating Policing Model.
- The OPM shifts officers from static, hourly rotations to dynamic patrolling, empowering them to adapt their posture, positioning, and interactions with site personnel and the public. This model, while not yet fully deployed, emphasises officer empowerment and agile responsiveness to intelligence and environmental factors.





Report it

- In an **emergency**, or if you need police response immediately, **call 999**.
- To report a non-emergency incident or other concern relating to the Ministry of Defence Police or MOD, please contact the Ministry of Defence Police Force Control Room.
Email: **MDP-ForceControl@mod.gov.uk**
Call: **0300 1232 101**
- If you wish to report a non-emergency incident or concern (unrelated to Ministry of Defence Police or MOD), please contact your local force by calling 101, or visiting their website.



Questions?

Any Other Business

- **Cllr Avril Burdett: Traffic cutting through estates in Tadley with near misses of children at a school, traffic backing up near the Esso garage**
- **Cllr Jim Thompson: Update on the tender for renewable electricity for AWE Burghfield**
- **Cllr Avril Burdett / Cllr Vicky Poole: Circus Farm site update**
- **Cllr Stephen Hoskins: Does AWE check the state of key roads around its site with a focus on the B3051?**
- **Cllr Colin Cooper: I am aware that large developments accumulate a fund that would be used by the community surrounding that development to mitigate the effects over time. This is known as S106 money. Is this applicable for the current AWE developments?**

Next Meeting Date

113 LLC

30 April 2026