

Weekly Update – At a Glance

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**** Please note that the above information should be shared with all staff on parade.**

Detailed information for each of these headlines can be found below.

Equality, diversity and inclusion

Happy Easter

As we celebrate this season of renewal and hope, we would like to wish the team at Cumbria Fire & Rescue Service and our entire community a joyful and peaceful Easter.

May this time be filled with happiness, love, and the warmth of family, friends and community.



Happy Easter

Kelly Drury

Watch Manager, Equality, Diversity and Inclusion

Vacancies

HMICFRS Service Liaison Lead secondment opportunity

HMICFRS has a secondment opportunity to help individuals develop your skills and knowledge base, as well as having closer access to promising or innovative practice across the Fire and Rescue Services which you can bring back in the service at the end of your secondment.

The following advert is currently advertised on the Civil Service Jobs.

Job title: Service Liaison Lead

Grades: Substantive Group Manager or Substantive fire staff equivalent on level transfer. Substantive Station Manager or substantive fire staff equivalent on temporary promotion to their next grade.

Closing date: Monday 5th May 2025 11.55pm

Civil Service Jobs Link: [Service Liaison Lead Secondment - Civil Service Jobs - GOV.UK](#)

All candidates will need to be supported by their services to be eligible to apply and progress an application.

If you have any questions, please do not hesitate to contact recruitment@hmicfrs.gov.uk

Sangita Shah

HMICFRS Recruitment Team

Other

Salary sacrifice lease car scheme – now live!

Cumbria Fire & Rescue Service's new salary sacrifice lease car scheme went live on Monday 14th April.

Are you interested in getting a new low emission car and are considering the leased car scheme but have some questions?

We have asked the NHS Fleet Solutions team to set up a live webinar on **Thursday 1st May 2025** at 12pm, so if you are interested please join us to find out more.

ONLINE WEBINAR

Join our webinar to discover the benefits of leasing a new car via salary sacrifice and have your questions answered.

01/05/2025 | 12:00-12:30 PM

VPD:
P18 (CC)
P19 (OPFCC)
P20 (F&S)

nhsfleetsolutions.co.uk
@fleet_solutions

Scan QR to join!

Logos: Cumbria Police, Fire and Crime Commissioner, Cumbria Constabulary

The QR code on the above flyer will open up MS Teams or please use the below link to access the webinar:

[Join the meeting now](#)

Meeting ID: 396 812 818 548 2

Passcode: 4Uq3Ay95

Before placing an order, it is important you that read the scheme policy and brochure to fully understand how the scheme works and any personal financial implications:

[Salary Sacrifice Car Scheme Policy](#)

[CFRS NHS Fleet Solutions Brochure](#)

By clicking the below link you can access NHS Fleet Solutions website where you can browse some of the latest offers or order a vehicle of your choice:

NHS Fleet Solutions

The **VPD** numbers to use for the fire car scheme is:

- Fire Scheme VPD – **P20**

Lucy Taylor

Financial Accountant

Appraisal Policy

In April 2025 the new Appraisal Policy was launched. The policy and the corresponding documents can be found using this link: [Promotion and Development | Cumbria Fire & Rescue Service](#)

We ask that managers start to think about having a regular schedule of appraisals and 1:1s with their staff, in compliance with the policy.

If you would like any support with organising appraisal meetings, please reach out to HR@Cumbriafire.gov.uk

Emily Grey

HR Advisor

Update to Family Leave Policy

As of **Tuesday 1st April 2025** the updated Family Leave Policy was published.

The key changes include provisions for neonatal care, as per the recent legislative change; there being no minimum length of service required to be entitled to family leave and pay and the occupational family pay entitlement being increased to 45 weeks of full pay.

This is replacing the previous six months full pay with nine months for new, expectant and adoptive parents.

The policy goes into detail about Shared Parental Leave and entitlements for families who would benefit from this arrangement.

For advice on family leave matters, please reach out to HR@Cumbriafire.gov.uk

Janine Johnstone

HR Assistant Advisor

Service achieves Bronze Primary Partner status

I'm delighted to share the fantastic news that Cumbria Fire & Rescue Service has officially achieved Bronze Primary Partner status as part of the Primary Pledge!

This is in recognition of your significant volunteering support and ongoing commitment to helping primary-aged children across West Cumbria Dream BIG about their futures.

Your involvement plays a vital role in connecting young people with inspiring local role models and real-world learning experiences that raise aspirations, build essential skills, and open eyes to the exciting careers available right here in Cumbria.

As a Bronze Primary Partner, the service is now part of a growing network of businesses who are making a real difference by:

- Supporting schools through meaningful volunteering
- Helping to develop essential skills in young learners
- Fulfilling social value and CSR goals through community engagement
- And offering employees opportunities for personal growth and fulfilment

It's a fantastic achievement that reflects the service's values and commitment to making a difference in the local community.



Staff have played an important role in reaching this milestone, and it's a great opportunity to celebrate their contribution and inspire continued involvement: [Click here to see more volunteering opportunities](#)

Please have a look at our website to find out more about the Primary Pledge and what it means to be a Primary Partner:

<https://www.primarybusinesspartnership.org.uk/primary-partners>

Thanks again for your support. We cannot do any of this without you.

Rebecca, Claire and Rachel

The Primary Business Partnership team

Annie Mac's Wealth of Health: Things to do in Cumbria on bank holidays and long weekends

Staying active during bank holidays and long weekends in Cumbria to make the most of leisure time

As we know, Cumbria, with its stunning Lake District National Park, dramatic coastlines, and rolling hills, offers an unparalleled natural playground for staying active during bank holidays and long weekends.

With extra time on your hands, it's the perfect opportunity to explore our beautiful county and engage in activities you might not usually have time for.

Here are some ideas:

Embrace the Lakeland outdoors

1. **Hiking iconic fells:** Use the extra day to tackle a classic Lake District fell walk. Choose a route suitable for your fitness level, from gentle ambles around tarns to challenging ascents of Scafell Pike or Helvellyn. Remember

to check weather conditions, pack appropriately (layers, waterproofs, map, compass/GPS), and inform someone of your route.

2. **Lakeside strolls and low-level walks:** Enjoy picturesque walks along the shores of Windermere, Coniston Water, Ullswater, or Derwentwater. Many are accessible for all fitness levels and offer stunning views.
3. **Cycling adventures:** Explore the numerous cycle paths and bridleways throughout Cumbria. Consider routes around the lakes, through valleys, or along quieter country lanes. Mountain biking trails are also abundant for the more adventurous.
4. **Family bike rides:** Enjoy leisurely cycling on flatter routes like the Keswick railway path or around Grizedale Forest.
5. **Wild swimming (with extreme caution):** If you're an experienced open water swimmer, consider a dip in one of Cumbria's lakes or tarns. Crucially, prioritise safety. Research water quality, be aware of cold water shock, swim with others, and know your limits. Stick to designated swimming areas if possible.
6. **Kayaking, canoeing, or paddleboarding on the Lakes:** Many local businesses offer rentals and guided tours on the lakes, providing a fantastic way to experience the scenery from a different perspective.
7. **Rock climbing and mountaineering:** For experienced climbers, Cumbria offers world-class climbing opportunities. If you're new, consider a guided session with a local outdoor centre.
8. **Ghyll scrambling:** A unique and exhilarating Cumbrian activity involving navigating up mountain streams and waterfalls (always go with a qualified guide).
9. **Trail running:** Explore the extensive network of footpaths and trails at a faster pace. Choose routes that match your fitness level and experience.

Coastal activities

10. **Coastal walks:** Discover the rugged beauty of Cumbria's coastline, with paths offering stunning sea views and opportunities for birdwatching.
11. **Beachcombing and exploring rock pools:** A relaxing way to spend time by the sea, especially enjoyable for families.

12. **Sea kayaking:** Explore the coastline from the water (again, with appropriate safety measures and experience or a guide).

Active fun and games

13. **Visit Grizedale Forest:** Offers a range of activities including mountain biking trails, walking paths, sculpture trails, and Go Ape.
14. **Explore Whinlatter Forest Park:** Similar to Grizedale, with cycling trails, walking routes, and stunning views.
15. **Go bowling or mini golf:** Find indoor options in towns like Workington or Kendal if the weather isn't ideal.
16. **Visit an outdoor adventure centre:** Cumbria has numerous centres offering activities like zip-lining, archery, and assault courses.

Combine activity with leisure

17. **Active sightseeing:** Instead of driving everywhere, walk or cycle between villages and attractions.
18. **Explore local markets on foot:** Enjoy the atmosphere and get some steps in while browsing local produce and crafts in towns like Keswick or Ambleside.
19. **Walking Tours:** Join a guided walking tour of a Cumbrian town or village to learn about its history while staying active.
20. **Picnics in scenic locations:** Choose a beautiful viewpoint or lakeside spot that requires a bit of a walk to reach.
21. **Visit National Trust or English Heritage properties:** Many in Cumbria have extensive grounds perfect for walking and exploring (e.g., Sizergh Castle, Hill Top).
22. **Geocaching:** A fun way to explore hidden corners of Cumbria while getting some exercise.

Tips for staying active during bank holidays in Cumbria

23. **Plan ahead (crucial!):** Bank holidays in Cumbria, especially the Lake District, are extremely popular. Book accommodation, activities, and even parking in advance where possible. Be prepared for crowds on popular trails.
24. **Check the weather forecast (essential!):** Mountain weather can change rapidly. Dress in layers, wear sturdy footwear, and always carry waterproofs.
25. **Be prepared for all conditions:** Even if the forecast looks good, pack for potential rain, wind, and cooler temperatures, especially at higher elevations.
26. **Stay hydrated and carry snacks:** Essential for any outdoor activity.
27. **Follow Leave No Trace principles:** Respect the environment by taking all litter home, sticking to marked paths, and avoiding disturbing wildlife.
28. **Inform someone of your route and expected return time:** Especially important for more challenging hikes.
29. **Use Ordnance Survey maps and a compass/GPS:** Don't rely solely on phone navigation, as signal can be unreliable in remote areas. Know how to use them.
30. **Be aware of mountain rescue procedures:** Know how to call for help in an emergency (dial 999 and ask for Mountain Rescue).
31. **Consider less popular areas:** While the central Lakes can be busy, explore the quieter Western Lakes, the Eden Valley, or the Furness Peninsula for a more peaceful experience.
32. **Support local businesses:** Choose local cafes, pubs, and activity providers.
33. **Check parking restrictions:** Be aware of parking regulations in popular areas and consider using public transport or park and ride facilities where available.
34. **Be respectful of local communities:** Keep noise levels down and be mindful of residents.
35. **Take breaks and don't overdo it:** Enjoy the scenery and pace yourself.
36. **Involve friends and family:** Exercising together can be more enjoyable and motivating.
37. **Make it fun!** Choose activities you genuinely enjoy to make staying active a positive experience.
38. **Don't feel guilty about rest:** Bank holidays are also for relaxation. Balance activity with downtime.

By embracing the stunning natural environment of Cumbria and planning your activities wisely, you can make the most of your bank holiday and long weekend, enjoying both the beauty and the benefits of staying active.

Have a great weekend.

Annie McInerney

Recruitment, Fitness and Engagement Coordinator

To have your news included in this section please email:

CFRS.update@cumbriafire.gov.uk

