

Weekly Update – At a Glance

- Initial Data Collection (Form 252)
- RAT's package
- Neurodiversity Celebration Week
- Armed Forces Network annual survey (please complete!)
- Group Manager Promotion Board – CFRSPB0003
- Change to Green Book Leave Year
- New Communications Officer starts
- Upcoming HR training
- Spring Announcement, What Can We Expect webinar

**** 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.

Risk Critical / Operational

Initial Data Collection (Form 252)

This correspondence is to inform personnel that should any significant risk to firefighter safety or life be found following a Safe and Well (S&W) visit or incident at a property, as highlighted in red on the amended Form 252 (see screenshot below):

Paul Dean

Station Manager, Operational Planning

RAT's package

Our latest RAT's package **GoDrive** has been available since last December and the feedback has been really positive.

Access to the presentation can be found on SharePoint, inside the Road Safety folder located within the Prevention page.

It has also been added to StayWise, where you will also find other prevention toolkits/materials for use across all age groups and subjects.

A before and after use check sheet has also been created for our virtual reality equipment.

Please update accordingly and return all equipment to Penrith HQ to allow others to access the equipment.

Please contact me if you have any questions about [GoDrive](#) or for the use of the virtual reality.

Steve Brockbank

Watch Manager, Prevention

Equality, Diversity and Inclusion

Neurodiversity Celebration Week

As we conclude **Neurodiversity Celebration Week 2025**, we want to extend our heartfelt gratitude to all our neurodiverse team members within Cumbria Fire & Rescue Service.

Your unique perspectives, talents, and strengths are invaluable to our team and our community.

We recognise and celebrate the diversity of thought and experience that you bring.

Whether it's your exceptional problem-solving skills, innovative thinking, attention to detail, or creative approaches to challenges, you enhance our ability to serve and protect the people of Cumbria.

Thank you for your dedication, hard work, and the positive impact you make every day.

Let's continue to embrace and support neurodiversity; not just this week, but every day.

Here's to a future where everyone's unique abilities are recognised and valued!

A number of event webinars were held throughout the week.

The discussions were led by inspirational speakers from a range of backgrounds and professions.

The discussions focus on key neurodiversity topics and aim to educate while inspiring conversations about neurodiversity.

Links for these webinars have been placed on SharePoint within the Staff network pages (please note these pages are currently under development), along with an inclusive language glossary inspired by the session *Breaking Barriers – The power of language in neurodiversity*.

Please follow the link to access the events and information:  [Staff Networks](#)

Kelly Drury

Watch Manager, Equality, Diversity and Inclusion

Armed Forces Network annual survey (please complete!)

Cumbria Fire and Rescue Service signed the Armed Forces Covenant in April 2023, and since then we have been working with our Regional Employer Engagement team to improve and support our staff and local communities who are linked to the Armed Forces.

This includes Reservists, Veterans, loved ones of Forces staff, Cadet Forces Adult Volunteers (CFAVs) and any other individual linked to Armed Forces.

As part of our work towards becoming an inclusive employer of choice, we need to know some key information about our current staff to make sure the policies, procedures, schemes and employment support we offer is exactly what our people need.

If you can complete the below survey, it would be greatly appreciated (link or QR code if you would like to do it on your personal phone).

The survey is open to all; however, we are really keen to hear from Reservists, Veterans, loved ones of Armed Forces personnel, and CFAVs.



<https://forms.office.com/e/ayMJvekPyq>

If you are interested in seeing what the Armed Forces Network are doing, please get in touch with our chair WM Gareth Brownson, or Orlanda (Ollie) Wright – Resourcing, Talent, and Wellbeing lead for the service.

If you are considering becoming a Reservist or CFAV that's brilliant, and we are here to support you on that journey as well – please get in touch.

Gareth.Brownson@cumbriafire.gov.uk

Orlanda.Wright@cumbriafire.gov.uk

Ollie Wright

Resourcing, Talent and Wellbeing Lead

Vacancies

Group Manager Promotion Board – CFRSPB0003

We have gone live with our Group Manager Promotion Board for 2025, open to internal and external competent Station Managers and above.

For more information, please head to the promotion board microsite, and if you have any queries do not hesitate to get in touch with the resourcing team directly.

[Group Manager Promotion Board - CFRSPB0003 | Cumbria Fire & Rescue Service](#)

We will be looking to hold a staff panel as part of this process so, if you would like to get involved, please contact Ollie Wright ASAP (Orlanda.Wright@cumbriafire.gov.uk)

Ollie Wright

Resourcing, Talent and Wellbeing Lead

Other

Change to Green Book Leave Year

Thank you to those who attended the second engagement and consultation session on Wednesday 12th March.

Engagement closes on **Wednesday 2nd April** so please ensure any issues are raised prior to this date.

The final meeting to confirm the change will be held on teams on Wednesday 16th April.

If you have any questions, concerns, or would like to discuss the proposed changes, please contact victoria.barnes@cumbriafire.gov.uk

Toria Barnes

Senior HR Advisor

New Communications Officer starts

Our new Communications Officer for Cumbria Fire & Rescue Service has now started and is able to help with all queries regarding communications.

Liam Waite will primarily be based at Penrith HQ and can help with:

- Delivering marketing campaigns and activity
- Producing high-quality communications supporting the service's brand
- Content for inclusion in *Status* magazine and Weekly Update
- Supporting engagement and communication activity across the service
- Providing structured assistance to all staff when undertaking media activities

If you have any questions, requests, or want to introduce yourself, please contact liam.waite@cumbriafire.gov.uk

Liam Waite

Communications Officer

Upcoming HR training events

Please see below list of planned HR sessions. Please book your place via PDR. We would strongly encourage relevant personnel to attend where possible.

Workshop	Content	Who for	Pr
Managing Absence	<p>More detailed introduction to the policies (green & grey book)</p> <p>Absence prevention & early intervention</p>	Anybody responsible for absence management	<p>24</p> <p>U</p> <p>C</p> <p>1st</p> <p>10</p> <p>R</p> <p>9th</p> <p>10</p> <p>R</p>
Workplace Complaints (full process)	<p>Introduction to the policy</p> <p>Informal resolution</p> <p>Holding a hearing</p> <p>Delivering an outcome</p> <p>Record keeping</p>	All managers	<p>15</p> <p>13</p> <p>R</p>
Workplace Concerns (informal stages)	<p>Introduction to policy</p> <p>Informal resolution</p> <p>Difficult conversations</p>	Crew and watch managers & first line managers	<p>24</p> <p>U</p> <p>C</p> <p>1st</p> <p>13</p> <p>R</p> <p>9th</p> <p>13</p> <p>R</p>
Chairing a Hearing	Preparing for a hearing	Any managers who may need to	<p>17</p> <p>K</p>

Workshop	Content	Who for	Pr
	Holding a hearing Hearing outcomes and next steps	chair a formal HR Hearing	16 C R
Disciplinary stage 3 Refresher	Holding a hearing Responding to professional challenge Delivering an outcome Record keeping	Area Managers for grey book	18 K
Whistleblowing / Speak Up / How to raise concern / make a complaint	How to access and use policies should the need arise	All	Vi 8. 15

Jemma Taylor

HR Manager

**Spring Announcement, What Can We Expect webinar – for corporate staff only
(members of LGPS)**

**my
money
matters**



Fresh season, fresh start – let's spring into action

Spring is a time of **new beginnings, fresh opportunities, and growth** - so why not apply that same energy to your finances?

With the **Spring Statement announcement on March 26th**, now is the time to review your pension, explore additional savings options, and make sure you're making the most of your benefits.

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Spring Announcement, What Can We Expect

[Book now](#)



- Get expert insights ahead of the **Spring Statement** on the **26th March** and what it could mean for your **finances**
- Learn how to **maximise your savings with a Shared Cost AVC scheme** while benefiting from tax relief
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Jemma Taylor

HR Manager

To have your events included in this section please email:

CFRS.update@cumbriafire.gov.uk

Our Code of Ethics



Putting our
communities
first



Dignity and
respect



Equality,
diversity and
inclusion



Integrity



Leadership

