

### **Weekly Update – At a Glance**

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- Reaffirming our commitment to being an inclusive service
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- ACFOs recruitment
- Funeral of the late Tracey Ann Kevern
- Firefighters Memorial Day
- Firefighters' Pensions Scheme Bulletin – out now
- Support required for STEAM and careers events
- Embrace the spring bounty: nutritional advice for late April/early May in the UK

**\*\* 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.**

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Risk Critical / Operational

### **Updated list of Station Managers**

For awareness please see below for an updated list of Station Managers and their roles as of Thursday, 1 May 2025:

## **Service Delivery**

LCU 1: SM Mark Taylor

LCU 2: SM Jonny Wills

LCU 3: SM Mark Thornthwaite

LCU 4: SM Mikey Wilkinson

LCU 5: SM Dean Readman and SM Andrew Lowes

LCU 6: SM Pete Kavanagh

LCU 7: SM Willy Watson

LCU 8: SM Jamie Coward

LCU 9: SM Tom Wright

## **Departments**

Operational Planning: SM Paul Dean

Operational Assurance: SM Kasey Grainger

Technical Services: SM Sarah Studholme

Learning and Development: SM Tom Harding and SM Scott Cameron

Prevention: SM Dean Readman and SM Andrew Lowes

Protection: SM Brian Ing

## **Dave Love**

Area Manager, Head of Preparedness

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Equality, diversity and inclusion

**Reaffirming our commitment to being an inclusive service**

As you may be aware, on Wednesday, 16 April 2025 the Supreme Court published its judgment in the case of *For Women Scotland Ltd v The Scottish Ministers*.

This is a significant legal ruling which clarifies how the terms 'sex', 'man' and 'woman' are to be interpreted under the Equality Act 2010.

While we know that this ruling may impact members of our team, the judgment does not change the commitment of Cumbria Fire & Rescue Service to be an inclusive organisation with respect for all identities, beliefs and views.

We want to reaffirm our support for all of our employees and the communities we serve, including trans, non-binary and intersex people who may feel uncertain or concerned.

Support is available if you need it, including:

- [CFRS Wellbeing Hub | Cumbria Fire & Rescue Service](#)
- Via your line manager
- Reaching out to the HR Team: [HR@cumbriafire.gov.uk](mailto:HR@cumbriafire.gov.uk)
- Occupational Health: 01768 812556
- [Fire Fighters Charity - Keeping our fire family happy and healthy](#)

The Equality and Human Rights Commission (EHRC), Britain's independent equality regulator, is in the process of updating its code of practice to reflect the ruling and has indicated that this will be published by the summer.

We will have a better understanding of the implications for our employees at this time and more information will follow. You can read the full judgment here: [For Women Scotland Ltd \(Appellant\) v The Scottish Ministers \(Respondent\)](#)

**Ian Seel**

Temporary Assistant Chief Fire Officer

## Deaf Awareness Week

This year's Deaf Awareness Week runs from Monday, 5 May to Sunday, 11 May and the theme for 2025 is 'Beyond Silence'.

This powerful theme highlights the importance of looking beyond the common misconceptions about deafness and recognising the rich experiences, identities, and contributions of deaf individuals in society.

'Beyond Silence' encourages greater understanding of the diverse ways in which deaf and hard-of-hearing people communicate, from British Sign Language (BSL) to lip-reading, written communication, and assistive technology.

It also sheds light on the social, cultural, and professional barriers that many deaf individuals face, advocating for improved accessibility, inclusivity, and equal opportunities.

Deaf Awareness Week 2025 is an opportunity for everyone to reflect, learn, and take action, because inclusion goes beyond just breaking the silence; it's about amplifying voices, stories, and rights.

I would like to challenge **EVERYONE** to try and learn the alphabet using fingerspelling.

By doing this you will have the basics to spell out any word that you may be trying to communicate.



The National Deaf Children's Society is a registered charity in England and Wales no. 1016532 and in Scotland no. SC040779. © National Deaf Children's Society February 2022. C0174e



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I have also uploaded this to the Staff Network page under the *Disability and Neurodiversity* section, along with another couple of resources around communication tips.

Follow the link for [📁 Deaf Awareness Week](#) resources on SharePoint.

## **Kelly Drury**

Watch Manager, Equality, Diversity and Inclusion

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Vacancies

### **Assistant Chief Fire Officers**

**Closing date:** 11.59pm on Sunday, 18 May 2025

**Salary:** £117,643 per annum (inclusive of 10 per cent duty allowance and budgeted 2025–26 pay award)

**Hours:** 42 hours per week full-time (part-time can be discussed)

**Contract:** Permanent

**Location:** Office-based at Cumbria Fire & Rescue Service HQ, Penrith, with flexibility to work across stations or from home

**Assessment process:** Interviews and a presentation will be held in-person on Thursday, 22 May 2025, at Cumbria Fire & Rescue Service HQ, Penrith

Following a significant period of change and a recent inspection from HMICFRS, Cumbria Fire & Rescue Service, under the governance of the Police, Fire and Crime Commissioner, is on a journey to protect our communities and prioritise our people. The future brings the chance to innovate, integrate and do things differently, and we are

looking for individuals who are focused on delivering outstanding leadership in a trusted and professional service.

We are delighted to be recruiting for **two Assistant Chief Fire Officers on a permanent basis**. At a time of ongoing review across the sector, it has never been more important to ensure we have the right people in the right roles. The successful applicants will be joining an engaging and empowering environment where we are dedicated to improving outcomes and driving our services forward to be the very best they can be.

For us, working with compassion, honesty and integrity is essential. You will listen and engage with staff across the service, ensuring all are able to contribute and have a voice. You will champion a fair, respectful culture that prioritises staff development and well-being. We are looking for leaders who will drive forward key EDI strategies across our communities and teams, leading by personal example, open commitment, and clear action. You will build on our existing open and inclusive culture to seek continual improvement and be dedicated to supporting the most vulnerable in our communities.

With approximately 600 operational firefighters, front-facing delivery teams, corporate services and support staff delivering services across the county from 38 fire stations, we expect you will be a resilient, visionary leader. You will need to be a strong communicator who can motivate through challenges, identify and seize opportunities, and deliver our vision with passion and sincerity. Our service delivers a wide range of prevention, protection and support across a substantial geographical area. We are looking for someone who is as passionate about the communities as we are.

We value the diversity of our employees and aim to recruit a workforce that not only reflects our communities in Cumbria but thrives from the benefit and innovation a diverse workforce can bring. We actively encourage applications from suitably qualified and experienced individuals, irrespective of people's age, disability, gender, race or ethnicity, religion or belief, sexual orientation, or other personal circumstances. As women and ethnic minority employees are currently underrepresented in our management roles we encourage applications from these groups.

Find out more: [Principal Officer Recruitment | Cumbria Fire & Rescue Service](#)

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Other

### **Funeral of the late Tracey Ann Kevern**

It is with great sadness that on Friday, 18 April Crew Manager Ade Kevern lost his wife Tracey to her battle with cancer.

Ade's long career with Cumbria Fire & Rescue Service stretches back over 28 years and Tracey has been ever-present by his side supporting him throughout.

Tracey's funeral will be held on Thursday, 8 May at Whitehaven. The service will be at St James' Church at 1pm, then committal at Distington Crematorium at 2pm, followed by a celebration of Tracey's life afterwards at Whitehaven Civic Hall, Lowther Street.

All of Ade's fire service family and friends wishing to attend would be most welcome.

Please follow the requested dress code, which is to wear something bright and colourful – no fire service uniform is to be worn.

All details can be found – and donations made to Knoxwood Wildlife Rescue – at:  
[Funeral Details - Eaves Funeral Service](#)

### **Marcus Woof**

Watch Manager, Red Watch Carlisle

### **Firefighters Memorial Day**



This Sunday (4 May) is Firefighters Memorial Day – a poignant reminder each year of the bravery of our crews and the risks they face to protect our communities.

It is vital that we all take time to reflect on the sacrifices made by firefighters, both in Cumbria and further afield, and remember those who have tragically lost their lives in the line of duty.

I am proud and privileged to be Chief Fire Officer for Cumbria Fire & Rescue Service and to be able to witness the commitment and dedication of our team to their duty.

Thank you to each and every one of our firefighters who have served or are currently in service for their unwavering commitment to keeping the public safe.

David Allen, Cumbria's Police, Fire and Crime Commissioner, added: "We are very fortunate to have a team of heroes in Cumbria Fire & Rescue Service who are willing to put their own lives in danger to protect others.

"I have the utmost respect for all of our county's incredibly skilled crews, who work in some of the most difficult conditions imaginable to save lives and help our communities to feel safe.

"It is important to pay our respects to those who have made the ultimate sacrifice for our safety."

I would encourage everyone who is able to observe the national minute's silence at midday on Sunday.

**Paul Hancock**

Chief Fire Officer

## **Firefighters' Pensions Scheme Bulletin – out now**

Colleagues should be aware that the new Firefighters' Pensions Scheme bulletin 92 – April 2025 [FPS Bulletin](#) has been issued by the Firefighters' Pensions Scheme Advisory.

### **Simon Long**

Senior Pensions Advisor

## **Support required for STEAM and careers events**

We have a few urgent requests for STEAM and careers events facilitated by Centre for Leadership Performance:

### **CLEGHEADS STEAM Event**

**Dates:** Tuesday, 20 May 2025 and Wednesday, 21 May 2025

**Venue:** West Lakes Academy

**Time:** 9am–3pm

- For Year 2 pupils on Tuesday and Year 4 pupils on Wednesday from schools in the Cleator Moor and Egremont areas
- Hands-on, **curriculum-linked STEAM activities** (25 minutes each)
- Volunteers **connect their job to real-world learning** through interactive tasks on a carousel basis

We require small groups of volunteers to run a STEAM activity to groups of students on a carousel basis over one or two days. For instance, if there are five stations then you would have to do the activity five times during the AM session and five times during the PM session, therefore ensuring everyone has a chance to engage.

## **Who Uses This?**

The activity gets Year 1 and Year 2 pupils to think about the tools and equipment used in different jobs and the skills needed.

- St James Infants – Wednesday, 21 May 2025 – 09.30am–10.30am
- Victoria Infant School – Monday, 2 June 2025 – 09.30am–10.30am

Training can be given to facilitate the session or you can come along as a volunteer.

## **Dream BIG**

An interactive session where Year 5 and Year 6 pupils learn about different careers in Cumbria, identify famous Cumbrians, and find out about local organisations and what they do.

They can interview guests about their careers and get interviewed themselves for their dream jobs.

- Bransty Primary, Whitehaven – Thursday, 19 May 2025 – 1pm–3pm
- Maryport Juniors – Monday, 16 June 2025 – 09am–11.30am
- St Mary's, Harrington – Tuesday, 12 June 2025 – 1pm–3pm

Training can be given to facilitate the session or you can come along as a volunteer.

Email [rachel.pettit@cforlp.org.uk](mailto:rachel.pettit@cforlp.org.uk) to get involved!

## **Kasey Grainger**

Station Manager, Operational Assurance

### **Embrace the spring bounty: nutritional advice for late April/early May in the UK**

This time of year offers a wonderful transition from the heartier foods of winter to the lighter, fresher flavours of spring.

By focusing on what's naturally growing in the UK, you can create delicious and nutrient-rich meals.

#### Key nutritional strategies based on seasonal UK produce

- **Prioritise freshness and variety:** 'Eat the seasons' encourages us to enjoy produce at its peak flavour and nutritional value. UK nutritional organisations like the British Nutrition Foundation (BNF) and the Association for Nutrition (AfN) consistently recommend a diverse intake of fruits and vegetables to ensure a broad spectrum of vitamins, minerals, and antioxidants. Aim to include a colourful array of the seasonal options mentioned earlier (rhubarb, early strawberries, asparagus, new potatoes, spring greens, spring onions, watercress, spinach, radishes, rocket, beetroot, artichokes, kale, morel mushrooms).
- **Boost your fibre intake:** Many of the stars of this season are excellent sources of dietary fibre.
  - **Asparagus, spring greens, new potatoes (with skin), spinach, beetroot, artichokes, and kale** contribute significantly to your daily fibre needs. Fibre is crucial for digestive health, helps regulate blood sugar levels, promotes satiety (feeling full), and can contribute to lower cholesterol levels.

- **Eat them whole where possible:** Don't peel your new potatoes! Enjoy the stalks of asparagus and the leaves of spring greens to maximise fibre intake.
- **Include in various meals:** Add spring greens to stir-fries, enjoy asparagus as a side, make salads with rocket and spinach, and roast beetroot.
- **Maximise Vitamin C intake:** Spring offers several good sources of this immune-boosting vitamin and antioxidant:
  - **Early strawberries, watercress, spring greens, spring onions, spinach, kale, and radishes** all contain Vitamin C.
  - **Eat them raw or lightly cooked:** Vitamin C is water-soluble and can be lost during prolonged cooking. Enjoy watercress and spinach in salads, lightly sauté spring greens, and eat strawberries fresh.
- **Leverage leafy greens for Vitamin K and Folate:**
  - **Spring greens, watercress, spinach, rocket, and kale** are packed with Vitamin K, essential for blood clotting and bone health.
  - **Spinach, beetroot, artichokes, and kale** are good sources of folate (Vitamin B9), important for cell growth and development, particularly crucial for women of childbearing age.
  - **Include them regularly:** Add kale to smoothies, use spinach in omelettes, and make vibrant salads with watercress and rocket.
- **Don't overlook the minerals:** Seasonal produce provides important minerals too:
  - **New potatoes** are a good source of potassium, which helps regulate blood pressure.
  - **Kale** offers a decent amount of calcium for bone health.
  - **Spinach** contains iron, important for carrying oxygen in the blood.
  - **Early strawberries and beetroot** provide manganese, involved in various metabolic processes.

- **Enjoy rhubarb in moderation:** Rhubarb is a unique seasonal treat, providing fibre and some Vitamin K and calcium. However, it's also quite tart and typically requires added sugar for palatability. Be mindful of added sugar intake when preparing rhubarb dishes. Consider pairing it with other fruits or using natural sweeteners sparingly.
- **Explore the Benefits of asparagus:** Beyond its delicious flavour, asparagus is a good source of folate, Vitamin K, and Vitamin A precursors. Enjoy it grilled, roasted, steamed, or even lightly pickled.
- **Make the most of alliums (spring onions):** Spring onions not only add flavour but also contribute Vitamin C and Vitamin K, particularly in their green tops. Use them generously in salads, stir-fries, and as a garnish.
- **Consider wild foraging (with caution and expert guidance):** If you are knowledgeable and confident in identifying edible wild foods (like morel mushrooms), foraging can be a rewarding way to connect with nature and enjoy unique flavours. However, **never eat anything you are not 100 per cent certain about**, as some wild plants and fungi are poisonous. Seek expert guidance before foraging.

General nutritional advice from UK organisations (applicable to seasonal eating):

- **Aim for at least five portions of fruits and vegetables per day:** Eating seasonally makes it exciting and easier to achieve this target with the changing availability of fresh produce
- **Base your meals on higher-fibre starchy foods:** New potatoes (eaten with their skins) fit well into this recommendation
- **Eat more fish, including a portion of oily fish each week:** While not seasonal produce, it's an important part of a balanced UK diet

- **Cut down on saturated fat and sugar:** Be mindful of added sugars when preparing seasonal fruits like rhubarb and choose healthier cooking methods like steaming, grilling, or roasting for vegetables
- **Drink plenty of water:** Staying hydrated is always important, regardless of the season

In summary, by embracing the UK's seasonal produce in late April and early May, you can create a vibrant and nutritious diet rich in fibre, essential vitamins (especially C and K), and important minerals.

Focus on variety, choose minimally-processed options, and enjoy the natural flavours of spring!

### **Annie McInerney-Thompson**

Recruitment, Fitness and Engagement Coordinator

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To have your news included in this section please email:

[CFRS.update@cumbriafire.gov.uk](mailto:CFRS.update@cumbriafire.gov.uk)

