



CFRS Weekly Update – 27/06/25

Weekly Update – At a Glance

- Herbert and Forcer Protocols
- Requesting an aerial appliance at an incident
- Zurich Motor Insurance – CFRS Road Traffic Accidents
- Breathing Apparatus Incident Managers Course
- Armed Forces Day
- Stride Against Suicide
- Culture and Values Board meeting
- On-call firefighters Recruitment Open Day
- North West Regional Tactical Firefighting Challenge
- Use of USB devices including USB desk fans
- SPEAK UP about sexual harassment as new policy launches
- Green book leave year
- Suicide awareness training with Every Life Matters
- Reminder: Annual Awards – nominations now OPEN
- Annie Mac's Wealth of Health

**** 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

Herbert and Forcer Protocols

All CFRS personnel are encouraged to promote awareness of these two protocols when engaging with members of the public, particularly during Home Fire Safety Visits or post-incident interactions, where appropriate.

Herbert Protocol: A national safeguarding initiative designed to help locate people living with dementia who may go missing. It involves completing a form with key personal details that can be shared with police to speed up the search process.

Forcer Protocol: A safeguarding initiative designed to help locate missing armed forces veterans, reservists, and serving personnel. It enables the police to quickly access vital information such as medical needs, known risks, and emergency contacts. This information is submitted via the online form in advance by the individual or their carers to support a swift and safe response.

To support this, I have added an overview document and an aide memoire to SharePoint for you:

 **Herbert & Forcer Protocol**

Additionally, a new **Home Fire Safety Visit Resources** folder has been created to centralise all relevant HFSV materials:

 **Home Fire Safety Visit Resources**

If there's a specific document or resource you feel would be useful for HFSVs, please let me know – I'll be happy to work on getting it added, you can contact me on **07585995587** or email natalie.park@cumbriafire.gov.uk

Natalie J Park

Community Safety Advisor

Requesting an aerial appliance at an incident

Just a polite reminder with regards to making up for an aerial appliance – the service has two new turntable ladders (TL) on the run but do still have a reserve aerial ladder platform (ALP) that will go on the run at Barrow if either Barrow or Carlisle's TL becomes defective for an extended period of time.

If Incident Commanders require an aerial appliance at an incident, please can the make-up request be made as **MAKE AERIAL APPLIANCE 1**.

Thank you,

Paul Dean

Station Manager, Operational Planning


Zurich Motor Insurance – CFRS Road Traffic Accidents

Please read the  **[Service Instruction for Driving Service Vehicles](#)** for all information/procedures regarding road traffic accidents. Key points are noted below:

Instructions in the event of an accident

You **should**:

1. Take names and addresses of all witnesses
2. Take vehicle registration of third party (if applicable)
3. Take photos where appropriate and safe to do so

4. Provide a bump card to the third party (if applicable) – a bump card states information to collect from the other driver and details that we provide to the other driver upon the incident taking place. The bump cards will be distributed, once approved, to all vehicles across the service.
5. Report the accident using the  **Motor Claim Form** to Tech Services Fleet (**CFRSFleet@cumbriafire.gov.uk**). Please ensure that the form is filled out promptly and completely, providing as much information as possible regarding the incident.

You **should not**:

1. Admit any liability
2. Negotiate or make any agreement with anyone regarding your responsibility for the accident
3. Make or offer any payment whatsoever to any third party
4. Rejection of a claim without Zurich's agreement may result in court action against you by the other party.

Please email **finance@cumbriafire.gov.uk** if you have any queries.

Emma Brough

Finance Officer

Breathing Apparatus Incident Managers Course

The Breathing Apparatus (BA) Incident Managers Course is designed for any ICL 1 Incident Commander who is responsible for planning, implementation and oversight of BA operations at incidents and/or during training.

The Learning and Development department has been offering Watch Manager (WM) BA Observer places for WMs to attend their shift/stations fire behaviour training course. This will continue to be available and places should be requested via email to **FireService.LD@cumbriafire.gov.uk**

The BA Incident Managers Course is additional to the aforementioned and will be the first in a continued program of mandatory BA Command Training offered by L&D.

The course is aimed at developing competent, confident commanders to manage BA operations safely and effectively in line with CFRS updating service procedures and National Operational Guidance. The course will be delivered with a combination of theory, table-top and practical elements.

[Find the full details here](#)

Tom Harding

Station Manager, Learning and Development

Equality, diversity and inclusion

Armed Forces Day

Armed Forces Day takes place on the last Saturday each June, falling this year on **Saturday 28 June**.

The day is a chance to show your support for all those who make up the armed forces community: from currently serving personnel to service families, veterans and cadets.

It also marks the culmination of a week of celebrations, beginning on Monday 23 June, when the public show their support and appreciation for the community.

It also includes Reserves Day (25 June), which provides the country with an opportunity to recognise our reserve forces.

Cumbria Fire & Rescue Service proudly supports the defence and armed forces community and aligns its values with the Armed Forces Covenant.

For more information please click here: **[Employer Recognition Scheme](#)**

Kelly Drury

Watch Manager, Equality, Diversity and Inclusion

Stride Against Suicide

Several Cumbria Fire & Rescue Service staff recently took part in a suicide awareness training event with Every Life Matters.

On Sunday 28 September 2025, Every Life Matters will hold a charity team event called Stride Against Suicide to help raise funds to reduce suicides in Cumbria.

Stride is a run/walk with a difference because we can all make a difference – it's not just about winning and being the fastest, but about working together, supporting each other, and cheering on your teammates. It's about starting conversations and breaking the stigma surrounding mental health and suicide.

For more details [click here](#).

Kelly Drury

Watch Manager, Equality, Diversity and Inclusion

Culture and Values Board meeting

The next meeting of the **Culture and Values Board** will take place at Penrith HQ on **Thursday 3 July at 10am**.

All are encouraged and welcome to attend. The board sees the staff networks engage with senior leaders to highlight workstreams, good practice, and areas of concern.

It is a vital communication network for the organisation to engage and make progress so it would be good to see representation from all of the staff network groups and from teams across the whole organisation.

If you require any further information, please email Kelly Drury or Lauren Woodward.

Thank you,

Kelly Drury

Watch Manager, Equality, Diversity and Inclusion

Other

On-call firefighters Recruitment Open Day

The on-call crew at Ulverston are holding a Recruitment Open Day on **Sunday 6 July 2025** from **12pm to 3pm**.

If you know of anyone interesting in becoming an on-call firefighter at Ulverston, please share and encourage them to attend.



If any other on-call stations would like to hold an Open Day, or are attending an event, etc., please get in touch with the Recruitment team and we can give you a hand to arrange and advertise.

Katie Norman

North West Regional Tactical Firefighting Challenge



We are excited to invite you to participate in the upcoming inaugural **NW Regional Tactical Firefighting Challenge!**

This event is designed to bring together the best firefighting teams from across the region to showcase their skills, share knowledge, and foster camaraderie.

Event details

Date: Saturday 26 July 2025

Time: ALL DAY including evening event

Location: Cheshire Fire & Rescue Service HQ, Sadler Road, Winsford

Registration deadline: Friday 11 July 2025

Event highlights

- Live fire tactical scenarios: Teams will compete in realistic firefighting scenarios to test their tactical skills and teamwork as a crew of five.
 - We are looking for the following:

- Incident Commander (must hold ICL 1 qualification OR working towards)
 - Driver/pump operator
 - BA Entry Control Operative
 - 2x BA wearers
- Workshops and seminars: Learn from industry experts about the latest techniques and technologies in firefighting.
 - Networking opportunities: Connect with fellow firefighters and industry professionals.
 - Evening event: Attendance at the regional event held at the Hilton Hotel in Chester with Dan Stevens as the guest speaker.
 - Accommodation and food included: Expenses paid. Food and refreshments provided to all attending including three-course evening meal and accommodation for the Saturday night.

We will be holding a training session for the chosen team to represent us and showcase our service on this regional stage.

In addition to the five-person competing team, CFRS has a further eight spaces available for personnel wishing to attend the event. Interest will be on a first-come, first-serve basis for this fantastic opportunity.

I look forward to hearing from you.

Please register your interest OR if you would like further information, email tom.harding@cumbriafire.gov.uk

Tom Harding

Station Manager, Learning and Development

Use of USB devices including USB desk fans

The use of unauthorised USB devices is prohibited within Cumbria Fire & Rescue Service. Unauthorised devices have the potential to facilitate a cyber-attack against our ICT solutions, which would have a devastating impact on operations.

If you are using USB connected devices, ensure they have been approved for use by ICT. Personal USB devices are not authorised for use.

It is everyone's responsibility to comply with this policy and play our part in protecting the Service's ICT systems.

Examples of prohibited USB devices include:

- Desk fans (These can now store malicious software)
- Personal mobile phone charging
- Vape charging
- Desk lights
- Any personal devices that connect via USB

Our Information Security Acceptable Use Policy can be viewed on the [Cumbria Fire & Rescue Service Policies](#) SharePoint page and for further guidance contact security@cumberland.gov.uk

IT Security team

SPEAK UP about sexual harassment as new policy launches

As part of our ongoing commitment to make sure Cumbria Fire & Rescue Service is a safe, respectful, and inclusive environment for all employees, volunteers, and visitors, we are pleased to announce the launch of a new [Sexual Harassment Policy](#), which means we now have the following policies and programme in place:

- Crimestoppers FRA / SpeakUp Programme
- Workplace Complaints Policy
- Sexual Harassment Policy

Our *How to raise a complaint* poster can be found [here](#) and is also displayed in all stations as a reminder of the channels available to report.

The HR team will be hosting bitesize MS Teams sessions covering how a complaint can be made:

Tuesday 8 July 2025 11am–12pm

[Join the meeting now](#)

Meeting ID: 328 381 439 124

Passcode: 7F4b4q

Tuesday 15 July 2025 11am–12pm

[Join the meeting now](#)

Meeting ID: 398 112 898 464

Passcode: o6evcZ



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**
- Occupational Health: 01768 812556

- **Fire Fighters Charity - We provide life-long care and support for the UK's fire family**

We are pleased to report that completion of the mandatory *Sexual Harassment* e-learning course is up to 80 per cent – a great effort, and we want to see that figure hit 100 per cent so if you have not yet completed the course, please make time to do so as soon as you are able to.

Jemma Taylor and Helen Clark

HR Managers

Green book leave year

Following the recent consultation with green book staff regarding the change to the commencement of their annual leave, I would like to confirm that the change will be going ahead and green book annual leave year will change from running birthday to birthday to run from January through to December.

This will commence on **Thursday 1 January 2026**.

Annual leave calculations and further information will be sent out to green book staff in due course. Information regarding the recent consultation is available here:

[Managing Change, Reshaping and Internal Consultations | Cumbria Fire & Rescue Service](#)

If you do have any questions please do not hesitate to contact

HR@cumbriafire.gov.uk

Toria Barnes

HR Advisor

Suicide awareness training with Every Life Matters

Twenty fire staff attended a suicide awareness training course with the Cumbrian charity Every Life Matters on Monday 16 June at Penrith. A mixed group of mental health first aiders, the Protection team, corporate and operational personnel attended and it was greatly received.

All who attended are now 'orange button' wearers, so if you see someone who is wearing an orange button, they have done their bit to help Cumbria be suicide safer – we all valued the course.

Those who attended include: Alasdair Guthrie; Andrew Darling; Anna Driscoll; Annette Kane; Catherine Moody; Darren Elliot; Helen Clark; Jason Dakin; Jason Ferguson; Kelly Drury; Lauren Strong; Neil Atkin; Nicola Bell; Nicola Kukuc; Nix Ruberry; Sam Starmer; Sophie Sinclair; Victoria Barnes; Natalie Burn.

If you would like to attend this three-and-a-half-hour course, please contact Annie McInerney directly on 07795521942. We will be running another course very shortly.



Annie McInerney-Thompson

Recruitment, Fitness and Engagement Coordinator

Reminder: Annual Awards – nominations now OPEN

A reminder that nominations for our Annual Awards celebrating the skill and dedication of our workforce are now **OPEN**.

You can nominate a colleague or team by email to media@cumbriafire.gov.uk – please include your name, the name of the person/team you are nominating, the award you are nominating them for, and the reasons for the nomination (giving as much detail as possible).

We would love to encourage video nominations which can then be played at the awards ceremony for those who are shortlisted to be recognised – you can submit those by email to the same address.

You can find more information about the categories and criteria here: <https://tinyurl.com/2s8ayuyv>

Nominations close on Sunday, 31 August 2025. The winners will be revealed at a ceremony on Friday, 24 October 2025.

If you have any questions please contact Lauren Woodward, Orlanda Wright or Liam Waite.

Lauren Woodward

Area Manager, Prevention and Protection

Annie Mac's Wealth of Health

[Click here](#) to read my latest health and well-being column, covering *The Soothing Embrace: Nature Exposure*.

Annie McInerney-Thompson

Recruitment, Fitness and Engagement Coordinator

To have your news included in this section please email:

CFRS.update@cumbriafire.gov.uk

