

How to raise a complaint...



Crimestoppers

The Crimestoppers FRA SpeakUp programme provides a safe space to speak up when things are not ok. Reports can be made anonymously via the

online reporting tool, telephone **0800 022 3818** or via the QR code.

Workplace Complaints

The Workplace Complaints procedure provides an avenue for workplace grievances or bullying and harassment to be managed in a fair and consistent manner via either an informal or a formal route. A copy of the procedure can be found on the CFRS website.

Support

Making a complaint can be a daunting prospect. If you need support this is available via a number of mechanisms, including Occupational Health, the Firefighters Charity, Able Futures or your Trade Union representative.

Whistleblowing/Speak Up

Our Whistleblowing policy provides a route for employees to raise concerns that are within the public interest and where the interests of others, or of CFRS are at risk.

Whistleblowing disclosures can be made by email to **speakup@cumbriafire.gov.uk** and a copy of the Whistleblowing policy can be found on the CFRS website.

hr@cumbriafire.gov.uk

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**The Fire Fighters
Charity**



**GMB
UNION**

UNISON
the public service union



Putting our
communities
first



Dignity and
respect



Equality,
diversity and
inclusion



Integrity



Leadership

Our Core Code of Ethics



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