



CFRS Weekly Update – 12/09/25

Weekly Update – At a Glance

- Fire Behaviour Training
- BA Incident Managers Course
- False eyelashes and makeup during BA assessment/development
- Suicide prevention and mental health awareness and support
- Women in the Fire Service UK Training and Development Event 2026
- Cumbria Pride Family and Community Day
- Enhancing culture and leadership in fire and rescue services – webinar
- Watch Manager, Incident Command Lead – Learning and Development vacancy
- Business Support Administrator vacancy
- Polite reminder to be respectful – we are a team
- Pensions reminder and ABS – RSS presentation
- *Planning for Retirement* Course
- Fire Fighters Charity: Hire one of Fire Fighters Charity's venues and support our fire family

**** 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

Fire Behaviour Training

As we transition from Fire Behaviour Training to Breathing Apparatus Hot Fire Training, all staff who have not yet completed their mandatory annual training are required to book themselves onto an available FBT course.

Currently, there is availability on **Wednesday 17 September 2025**. Please ensure you secure a place as soon as possible if you have outstanding training requirements.

In addition, for those wishing to receive additional coaching, opportunities may be available subject to capacity. These will be allocated on a first-come, first-served basis.

To express your interest, please contact the Learning and Development team at [**FireServiceLD@cumbriafire.gov.uk**](mailto:FireServiceLD@cumbriafire.gov.uk)

Thank you for your continued commitment to maintaining the highest standards of safety and operational readiness.

Jordan Harris

Watch Manager, Learning and Development

BA 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.

All ICL 1 commanders (Watch and Crew Managers) should attend – this course is mandatory as we continue to move forward in the development of BA operations in CFRS.

Course nominations should be sent via email to [**FireService.LD@cumbriafire.gov.uk**](mailto:FireService.LD@cumbriafire.gov.uk) with the following details:

- Name and station/shift
- Fire Service Number
- Course date applying for

[**Click here for full details**](#)

Tom Harding

Station Manager, Learning and Development

False eyelashes and makeup during BA assessment/development

It has been noticed on some breathing apparatus assessment/development days that individuals are wearing false eyelashes and/or makeup.

This is a polite reminder that service policy and dress code states that these should not be worn.

“Cosmetic makeup may be worn but must be in keeping with the service image i.e., presentable, and appropriate. Consideration must be given to the potential effects on respiratory protection equipment seals and associated PPE. Care should also be taken when putting on a face mask as any contact with makeup may degrade the rubber seal and pose a health and safety risk.”

“Any cosmetics which require glue, e.g., false eyelashes should not be worn. If in doubt, contact the Service Support Manager.”

This is to be found in the People and Talent Policy *Standards of Dress/Personal Appearance*, through the HR portal, A-Z policies procedures and guidance.

Please can all staff adhere to policy and refrain from wearing these products.

Learning and Development team



Equality, Diversity and Inclusion

Suicide prevention and mental health awareness and support

Last weekend Cumbria Fire & Rescue Service took part in the Baton of Hope tour.

For more information please see: [**Fire Hub - Equality Diversity and Inclusion - Our Staff - All Documents**](#)

On Wednesday 10 September CFRS united with people and organisations across the world to mark World Suicide Prevention Day. This year's theme is *Changing the narrative on suicide*, which calls on all of us to challenge harmful myths, reduce stigma and foster open, compassionate conversations about suicide.

To help with this, a myth-busting exercise has been created that you can complete alone or with your teams. This presentation also has useful links for support offered within CFRS, and has contact details for anyone needing help with their mental health. On this SharePoint page you can also find further information and support for mental health: [**Fire Hub - Equality Diversity and Inclusion - Useful Information - All Documents**](#)

On the *Mental Health* staff network page there is also a section that contains support and help information: [**Fire Hub - Support and Help - All Documents**](#)

Kelly Drury

Watch Manager, Equality, Diversity and Inclusion

Women in the Fire Service UK Training and Development Event 2026



Save the date for the Women in the Fire Service Training and Development Event 2026!

The event will take place on 5-7 June 2026 at Fire Service College.

Kasey Grainger

Station Manager, Operational Assurance

Cumbria Pride Family and Community Day

Cumbria Pride will be hosting a **Family and Community Day** tomorrow **Saturday 13 September 2025**, at the **Richard Rose Central Academy in Carlisle**.

The event will feature a fun-filled afternoon with stalls, activities, information, and entertainment for all ages.

The Carlisle crew will be attending with the appliance and we will have a stall inside hosting recruitment and prevention activities.

If you would like to help out at this event, please get in touch with kelly.drury@cumbriafire.gov.uk

It would also be lovely to see people on the day, so please spread the word and pop along and enjoy the activities.

Kelly Drury

Watch Manager, Equality, Diversity and Inclusion

Enhancing culture and leadership in fire and rescue services – webinar

Women in the Fire Service UK members have been invited to attend an online webinar about enhancing culture and leadership in fire and rescue services on Monday 22 September between 12.30pm–1.30pm.

If you would like to attend, [click here to register](#).

Real-world strategies to build inclusive, supportive teams and foster a positive organisational culture.

A closer look at FRS360, a purpose-built 360-degree feedback tool designed specifically for FRS leaders.

Guidance on how this tool supports leadership development in line with NFCC frameworks and Fire Standards Board expectations.

Kasey Grainger

Station Manager, Operational Assurance



Watch Manager, Incident Command Lead – Learning and Development

Location: CFRS HQ, Penrith – willingness to travel countywide and nationally where required for the development of Incident Command training and regional meetings

Salary: WM Grey Book (+10 per cent L&D Allowance)

Job type: Temporary Cover (initially three months) – 42 hours per week

Eligibility: INTERNAL ONLY: Competent, permanent firefighter or above with an in-date ICL1 qualification

Closing date: Midnight, Sunday 21 September 2025

Shortlisting: Monday 22 September 2025

Interview date: w/c Monday 22 September 2025

For more information please contact Station Manager Tom Harding.

To find out more and apply, click here: [Internal Expressions of Interest | Cumbria Fire & Rescue Service](#)

Katie Norman

Resourcing and Talen Advisor

Business Support Administrator

Location: CFRS HQ, Penrith

Salary: £26,403–£26,824

Job type: Fixed Term (12 months) – 37 hours per week

Closing date: 11.59pm, Friday 26 September 2025

Interview date: w/c Monday 6 October 2025

For more information please contact Recruitment@cumbriafire.gov.uk

To find out more and apply, click here: [CFRS0164 - Business Support Admin | Cumbria Fire & Rescue Service](#)

Katie Norman

Resourcing and Talen Advisor



Other

Polite reminder to be respectful – we are a team

The People and Talent department have experienced an increased number of unnecessary behaviours and rude communication recently. This is a polite reminder

to all colleagues across the service, please remember to communicate in a polite and respectful manner to all, whether this is over the telephone, Teams, WhatsApp, email or in person.

The service has a zero-tolerance policy for bullying, harassment or victimisation.

We appreciate that everyone is working hard and has their own personal circumstances. We are an enabling department, here to support the service and individuals to be their best throughout their employment. We understand that everyone has bad days, and we are trained professionals who expect to have difficult and challenging conversations. This does not extend to verbal attacks or rude behaviour.

If you require support with your health or personal wellbeing, helpful resources can be found on the [CFRS Wellbeing Hub](#). If you are unsure what you may need assistance with, please do not hesitate to reach out to us.

If you have a workplace issue which you would like to raise, you may wish to utilise the [Workplace Complaints](#) policy. If you would like to remain anonymous, the Crimestoppers service is available.



Crimestoppers/Speak Up: speakup@cumbriafire.gov.uk

Takara Hanks

Senior HR Advisor

Pensions reminder and ABS – RSS presentation

To ensure your retirement is transitioned smoothly, please ensure that your line manager places a ticket onto the service centre indicating your retiring, they then need to drop [**FirePensions@cumbriafire.gov.uk**](mailto:FirePensions@cumbriafire.gov.uk) an email with the details of who and when the person is retiring.

A reminder that there will be a presentation on **Monday 29 September 2025** at **10am** to support members with their Annual Benefit Statement – Remediable Service Statement.

If you wish to attend, please click the link or email [**FirePensions@cumbriafire.gov.uk**](mailto:FirePensions@cumbriafire.gov.uk)

[Join the meeting now](#)

Meeting ID: 359 160 712 932 1

Passcode: 8Kv7Y5gr

Note: The presentation content will be the same as last year. If you attended previously, you can view the presentation again on the CFRS intranet.

Melissa Taggart

HR and Pensions Development Assistant

Planning for retirement course

There is an online *Planning for Retirement* course dedicated to firefighters on **Wednesday 15 October 2025, 9.30am–12pm**.

To book, scan the QR code on the poster [here](#) or click [this link](#).

Vanessa Fidler

Pay, Reward & Pensions Advisor

Hire one of Fire Fighters Charity's venues and support our fire family

Did you know that Fire Fighters Charity's facilities at its centres, including swimming pools, gyms and conference rooms, are available for private hire when they're not in use for health and wellbeing programmes?

The charity has:

- Heated indoor swimming pools and hydrotherapy pools with disabled access and hoist chairs
- Gyms
- Meeting and conference rooms, with catering options available
- Event space: whether you're looking to plan a special occasion or family gathering

By choosing to hire these facilities, you will be helping to fund the health and wellbeing support the charity provides to those in need in our fire and rescue services community.

[Learn more](#)

Fire Fighters Charity

To have your news included in this section please email:

CFRS.update@cumbriafire.gov.uk

