



CFRS Weekly Update – 17/10/25

Weekly Update – At a Glance

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- Information Security Month – Information Security: Take 5!
- New email phishing simulation initiative

- Free ACAS webinars
- Free suicide bereavement training

**** 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

Checks required for service vehicles / appliances

Following a recent adverse safety event where a service vehicle was found to be in an unroadworthy condition during an MOT, drivers are reminded of their obligations to ensure that the vehicle they are driving is in a safe condition and in line with the Service Instruction SI0004.

Drivers assigned to drive vehicles/appliances will undertake a full check of the vehicle in accordance with the following checklist:

- Fuel and AdBlue if applicable
- Engine oil
- Coolant
- Hydraulic fluid
- Wheels and tyres, condition/pressures/indication/alignment
- Windscreen wipers
- Windscreen washer reservoir
- Vehicle lights, operation, cleanliness, showing no sign of damage
- Locker lights, safety lights, step lights etc
- Hazard warning lights/directional indicators

- Blue lights/alternating headlight flash
- Reflectors present and clean
- Audible warning devices
- Road horn
- Rear view mirrors/glass surfaces clean and undamaged
- Vehicle suspension
- Body condition
- Security of load including ladders, gantry latches and locker latches
- Locker alarms, open door indicators
- Braking system/ABS
- Cockpit checks
- Interior and seating
- CCTV camera operating lens clean
- General visual check

Drivers of vehicles are reminded that if they are subjected to a vehicle inspection while operating the vehicle on a public road, and the vehicle is found to be defective or unroadworthy, they may face fines or penalties under relevant legislation.

Paul Dean

Station Manager, Operational Planning

Sewer upgrade works scheduled for CFRS HQ Penrith

United Utilities and Kier Group, as part of the A66 Upgrade Project, will be carrying out replacement of sewer pipes which will affect traffic and pedestrian access along Carleton Avenue and The Green at SHQ Penrith.

The schedule for works is due to last 15 weeks from start to completion in February 2026.

The schedule has been designed as not to impact service delivery including on-call access to the site.

If you would like to raise concerns or require additional clarification please contact dean.readman@cumbriafire.gov.uk

[Click here for full details](#)

Dean Readman

Station Manager, LCU5 and Prevention

Join the CFRMIS Working Group to help reshape HFSVs

As part of the service's commitment to continuous improvement, we are progressing with a project that will reshape the way we carry out Home Fire Safety Visits in Cumbria.

The result of the project will be an update to the Community Fire Risk Management Information System (CFRMIS) and procurement of devices which will be used to complete HFSVs using the updated software.

To support this project, I am looking to establish a working group to provide professional input and ensure that the software and devices are fit for purpose.

The group will have a key role in the implementation process, offering practical insight from both an operational and organisational perspective

Participation in the group would require attendance at scheduled meetings (including via Teams) and active engagement within the testing phases.

If you would like to be part of this working group, please contact dean.readman@cumbriafire.gov.uk

Your contribution will be invaluable to ensuring this project delivers an effective, user-focused solution that supports both our staff and the communities in Cumbria.

Dean Readman

Station Manager, LCU 5 and Prevention

Collaboration between BAE and service on BA techniques and procedures



BAE Fire Service have recently visited Barrow Fire Station – facilitated by White Watch – to train and learn each other's breathing apparatus techniques and procedures.

CFRS started off by theory input into the stages of BA, in particular Stage 2 as this would be initiated in the early stages of a large and complex incident such as a submarine fire.

BAE have knowledge of how we work from previous incidents as well as training, and many of the watches are made up of on-call Cumbria staff.

Particular attention was also made to the Entry Control Point Supervisor – this role would be pivotal to the success of an incident as communication between both agencies is of paramount importance.

The forward control point was also discussed as if entry to the DDH is available then a FCP would be beneficial for entry/exit to the incident. This would become an area to communicate with crews as close to the incident as practically possible.

All personnel then took part in two search and rescue exercises, working together to rescue casualties from an enclosed space.



The sewer area at Barrow was utilised to simulate a submarine and the sewer hatches represented the entry to the 'Conning Tower'.

All staff gained a huge amount from the visit and more are now in planning.

Simon Rodger

Watch Manager

Service shortlisted twice in NFCC Celebrating Prevention Awards

I am delighted to announce that Cumbria Fire & Rescue Service has been shortlisted twice in the National Fire Chiefs Council's Celebrating Prevention Awards.

Our service has been shortlisted for the following awards:

- **Children and Young People (CYP) Award** – Station Manager Andrew Lowes and the wider Prevention team
- **Partnership Working Award** – SM Lowes and Cumbria Water Safety Partnership

The winners will be announced at a ceremony at the Leicester Marriott Hotel on Thursday 27 November.

This shortlisting is recognition of the exceptional work ongoing in the team to reduce risk and keep our communities safe.

Paul Milburn

Group Manager, Prevention and Protection

Carlisle school pupils learn about life as a firefighter and key safety advice

This week Green Watch from Carlisle visited Trinity School in the city to engage with students and provide insight into the rewarding career of firefighting.

The team spoke about the role of a firefighter, the skills and training involved, and the various pathways to joining the service.

With Bonfire Night fast approaching, Green Watch also delivered important fire safety advice, highlighting how to enjoy celebrations safely and responsibly.



The students showed great enthusiasm and interest, asking thoughtful questions and engaging in discussions about both community safety and future career opportunities.

A big thank you to Trinity School for their warm welcome and for giving us the opportunity to inspire the next generation while reinforcing our shared commitment to keeping our communities safe.

Nathan Holme

Watch Manager, Green Watch – Carlisle

Emerging Technology news, videos and articles available

Just a reminder to everyone that there are news scripts, video links and other interesting articles being added to the *Emerging Technology* area located in the Ops Planning section on SharePoint.

These include incidents involving vapes, e-scooters, e-bikes, and electric vehicles. Please feel free to have a look.

 **Emerging Tech Videos, News, Information Repository**

Paul Dean

Station Manager, Operational Planning

Crews get powerboat operator training at scenic Coniston



Crews from across the service have recently been completing their Level 2 RYA powerboat operator's course.

Working with our partners at the Lake District National Park, training was carried out at Coniston boating centre over several days in late September and early October.

The crews all gave fantastic feedback on the quality of the course and the instructors' deliver – a big thanks to Jack Holmes, Phil Lowrie, Ronnie Muggridge and Jim Metcalf.

Jack and Phil are also crew members at Coniston Fire Station.



The pictures show just how spectacular a backdrop Lake Coniston is and how much the crews were enjoying the training.

Willy Watson

Station Manager, LCU 7

Service observes minute's silence in tribute to Derbyshire FRS former CFO Rob Taylor



On Tuesday Cumbria FRS joined colleagues across the country in paying tribute to the life and service of Rob Taylor, Chief Fire Officer and Chief Executive of Derbyshire Fire & Rescue Service, whose funeral took place that afternoon.

Operational and corporate staff came together at the front of our Penrith headquarters to observe a minute's silence and moment of reflection.

Our thoughts are with Rob's family, friends and colleagues.



Equality, Diversity and Inclusion

International Pronouns Day

International Pronouns Day is observed on the third Wednesday of October each year. It aims to:

- **Raise awareness** about the importance of respecting people's pronouns (e.g., she/her, he/him, they/them)
- **Promote inclusion** by encouraging conversations around gender identity and expression
- **Support dignity and respect** for all individuals, especially transgender and non-binary people

Using the correct pronouns is a simple but powerful way to show respect and create a more inclusive workplace. In the fire and rescue service, where teamwork and trust are essential, recognising and affirming each person's identity helps build stronger, more supportive teams.

For further information visit:

- [NFCC Gender Diversity Toolkit](#)
- [Gender Staff Network page](#)

Kelly Drury

Watch Manager, Equality, Diversity and Inclusion

Show Racism the Red Card Day

Show Racism the Red Card Day, also known as Wear Red Day, is a national day of action led by the UK's leading anti-racism education charity, *Show Racism the Red Card*.

It encourages individuals and organisations to wear red to visibly show their support for anti-racism and to stand united against discrimination.

This initiative aims to:

- **Raise awareness** of the impact of racism in society, including in workplaces and emergency services
- **Empower individuals** to challenge racist attitudes and promote inclusion
- **Celebrate role models** who advocate for equality and fairness in their communities

I would like to encourage all individuals and teams to take the opportunity to engage in meaningful conversations and learning around anti-racism.

Today is about reflecting on how we can challenge discrimination, promote inclusion, and support each other in creating a respectful and fair workplace.

Engaging in this dialogue directly supports the NFCC Core Code of Ethics, particularly the principles of:

- **Integrity** – doing the right thing, even when no one is watching
- **Respect** – valuing difference and treating everyone with dignity
- **Inclusivity** – embracing diversity and ensuring everyone feels welcome and safe

By learning together and speaking up, we strengthen our commitment to serving all communities with fairness and compassion.

Please find information at the following:

- [NFCC Race Equality Toolkit](#)
- [Resources - Anti Racist Cumbria](#)
- [Home - Show Racism the Red Card](#)

Kelly Drury

Watch Manager, Equality, Diversity and Inclusion

Sexual Harassment mandatory e-learn

A big thank you to all those who have completed their mandatory *Sexual Harassment* e-learn.

We had a target of 90 per cent completion by October and we have just edged this at 91 per cent.

The HR Team will continue to reach out to individuals and their line managers to try and build on this.

Jemma Taylor

HR Manager



Fitness Instructor x2

Location: The two fitness instructors will be covering the Eden and South Lakes areas

Salary: £13.47 per hour

Hours: Zero-hour contract

Contract: Fixed term 12 months (INTERNAL ONLY)

Closing date: 11.59pm on Sunday, 2 November 2025

Interviews: Interviews will be held virtually on Thursday, 6 November 2025

To find out more and apply, click here: [**CFRS0165 - Fitness Instructors | Cumbria Fire & Rescue Service**](#)

Ollie Wright

Resourcing, Talent and Well-being Lead



FireWatch: Video explainers, dev site and additional training

As we approach the go live date of Monday 3 November for FireWatch, there are now even more ways you can prepare for the launch and brush up on how to use the system:

Video explainers

A suite of training explainer videos have now been added to the FireWatch section of SharePoint and can be found here, along with written guides: [**FireWatch Training - Human Resources Module**](#)

Training environment

The link below will take you to a training environment which you will be able to access to get used to the system – please note that all data is up to date as possible and this data is actual employee data, so please do not share screens.

<https://cumbria-dev.firewatch.cloud> – PIN is 1234 when needed.

Additional training sessions

All of the originally scheduled training sessions have now been completed, so thank you to everyone who has taken the time to attend, listen and ask questions. Your attention has been appreciated and your feedback has been valuable.

If you have been unable to attend a training session and would like to arrange another session, please contact joanne.cullen@cumbriafire.gov.uk

Joanne Cullen

Project Delivery Lead, Fire Transition Team

Information Security Month – Information Security: Take 5!

To mark Information Security Month, an international initiative aimed at raising awareness about cyber security threats and educating individuals and organisations on how to protect themselves, five newsletters which will be shared with you during October.

The theme of this week's newsletter is *Information Security: Take 5!*

In this newsletter you'll learn:

- What Phishing and Spear Phishing is
- How to avoid a Phishing or Spear Phishing attack
- What to do if you've been caught out by a Phishing or Spear Phishing attack

[**Click here to read the third newsletter**](#)

Fiona Little

New email phishing simulation initiative

As technology advances, so do the tactics used by cybercriminals. To strengthen our defences and protect our data, customers, and colleagues, our IT provider Cumberland Council is launching a new cybersecurity awareness initiative.

A key part of this initiative will be regular phishing simulation exercises where staff will receive a simulated phishing email.

These exercises are a safe and practical way to help us all practice identifying and responding to real-world phishing attacks and malicious emails.

What is phishing?

Phishing is a cyber-attack where criminals pose as trusted individuals or organisations to trick recipients into revealing sensitive information, clicking malicious links, or downloading harmful attachments.

These attacks often look convincing and can lead to serious consequences like data breaches or financial loss. Many high-profile cyber incidents began with a single phishing email.

Therefore, our best defence for the security of our data is all staff's ability in recognising a suspicious email and knowing how to respond.

What to expect from the phishing simulations:

- The simulations are purely for training purposes. They are designed to help us learn not catch us out. We want to instil smart security behaviour, like reporting suspicious emails, and help everyone learn how to spot the red flags of a malicious email.
- There will be no negative consequences. No one will be reprimanded for clicking a simulated phishing email.
- You'll be able to report suspicious emails easily, helping our IT security team stay ahead of real threats.
- Simulations will be unannounced and ongoing — stay alert and apply what you learn.

Top tips on what to keep a lookout for in your inbox:

- **Check the sender:** Is the email address slightly off or unfamiliar (there will often be a typo)
- **Urgency cues:** Does the message pressure you to act fast?
- **Suspicious links:** Hover over the links with your mouse to see its true destination.

With all emails be vigilant and think before you click. If you suspect you have received a malicious email, please forward it to security@cumbriafire.gov.uk

Fiona Little

Information Governance Officer

Free ACAS webinars

There are a number of free ACAS webinars coming up which may be of interest either to yourself as an employee or acting as a line manager supporting an employee with a particular issue. Please click on the link to book onto a session:

Thursday 23 October, 2pm–3pm

[Let's talk about menopause at work](#)

Tuesday 28 October, 2pm–3pm

[Sickness absence - supporting your staff](#)

Please forward details to any colleagues who would benefit from attending.

Jemma Taylor

HR Manager

Free suicide bereavement training (one-hour session)

Suicide Bereavement UK has been commissioned by the North East and North Cumbria Integrated Care Board (NENC ICB) to deliver fully-funded training to help professionals respond effectively to those bereaved or affected by suicide.

You can choose between face-to-face training (PABBS and RTS emergency services workshops) and/or online one-hour modules. Multiple dates are available.

This is a rare opportunity to access high-quality, evidence-based training FREE of charge – designed to increase confidence, understanding, and best practice responding to and supporting those bereaved by suicide.

- If you have attended the PABBS or RTS training, you might want to attend the online modules
- If you are emergency services personnel, you can attend both PABBS and RTS training

For more info about what is available click on the following

link: [**suicidebereavementuk.com/integrated-care-board-training-sessions/**](https://suicidebereavementuk.com/integrated-care-board-training-sessions/)

Annie McInerney-Thompson

Recruitment, Fitness and Engagement Coordinator

To have your news included in this section please email:

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

Our Code of Ethics



Putting our
communities
first



Dignity and
respect



Equality,
diversity and
inclusion



Integrity



Leadership

