



CFRS Weekly Update – 07/11/25

Weekly Update – At a Glance

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**** 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

Temporary changes to Penrith HQ access due to roadworks

A reminder that, due to the ongoing road improvement works around the Kemplay Bank roundabout, access to Penrith HQ will temporarily change from Sunday, 9 November, with the disruption expected to last for 10 days.

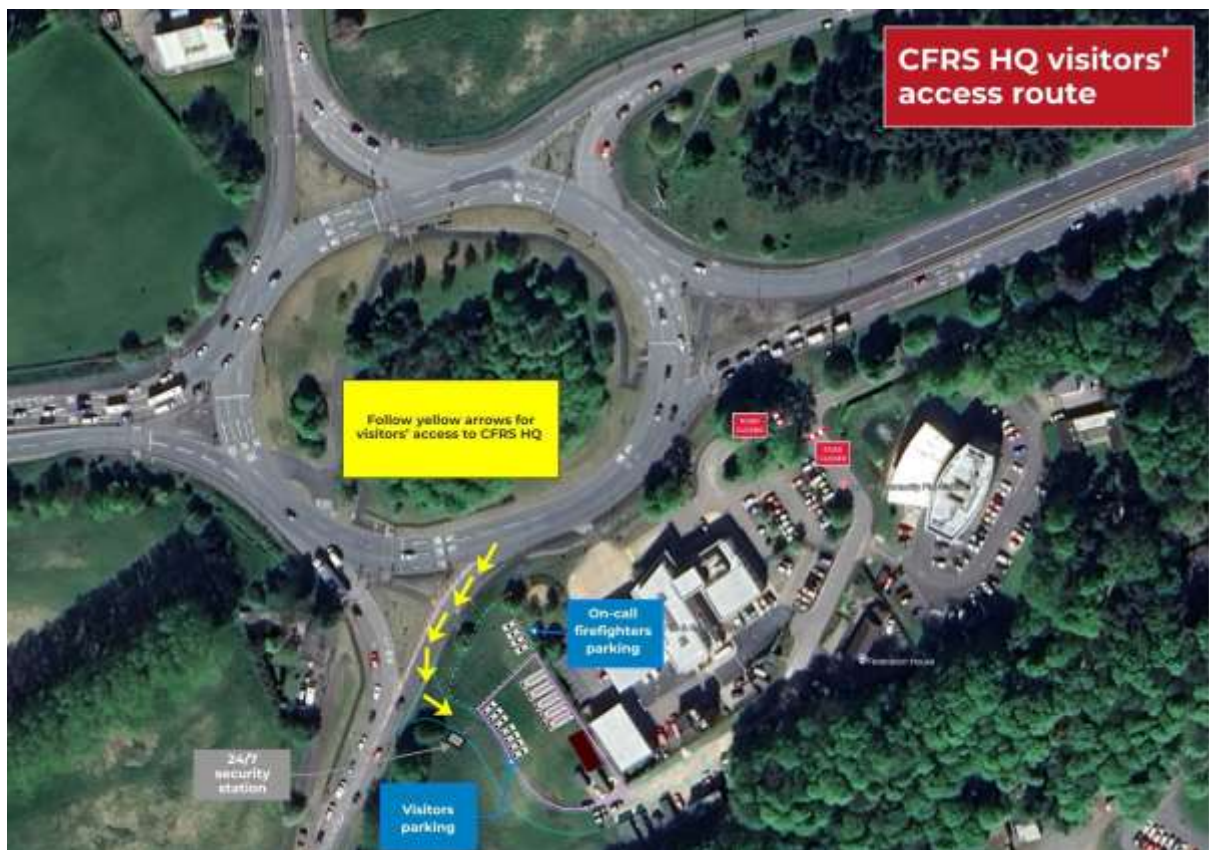
Please attend meetings via Teams where possible during this period and only attend HQ where absolutely necessary.

- **Staff who are based at Penrith HQ** will continue to access the site via Carleton Avenue and the underpass. **However** on the hill up to HQ you will need to turn left and pass behind the Police Learning and Development Centre (seen in the picture below), then turn left again (second image below) before turning right through the gate into the usual staff car park. On-call firefighters will follow this route and continue past the gate to park on the new hardstanding area in the signposted space.



- **Visitors not usually based at Penrith HQ** will need to access the site via Kemplay Bank. Immediately after leaving the roundabout at the turn-off for Eamont Bridge, you should turn left onto the new hardstanding area (seen below) where you will be able to park and follow the signposted route by foot to the usual pedestrian entrance to the station. Please note when you exit the site by vehicle from this car park you will **only be able to turn left**.

Visitors' road access route:



Pedestrian route from visitors' car park to reception:



The new hardstanding car park for visitors:



All pedestrian visitors walking from the hardstanding car park to reception must stick to the footpath, following the signage, and **please do not cut across the appliance bay.**

Please be considerate of our police colleagues and do not park in the police car park.

Overnight M6 closures

National Highways have informed us of the following overnight closures on the M6:

- Saturday, 8 November – M6 Northbound, Junction 39 to 40
- Sunday, 9 November – M6 Southbound, Junction 40 to 39

There will be a clearly signed diversion route in place via the A6 during the closures.

Ops Intel Team

Operational Planning

Reminder following adverse safety event

Following a recent adverse safety event and with the support of the FBU, please can all personnel refrain from parking vehicles under the canopies on our PFI stations and any other station where we have a BA compressor room and/or a BA maintenance room.


This also supports compliance with your station traffic management risk assessments where designated parking areas are highlighted.

During the cleaning of appliances, please ensure the engines are turned off and when appliances are parked outside for charging please turn the engine off at the earliest opportunity.

Martin Slack

Group Manager, Service Delivery – Cumberland

Service Instruction 0022 for lone working

A recent instance of a member of staff working alone being confronted with aggressive and threatening behaviour has highlighted the importance of staff, particularly those who work alone, ensuring they are familiar with  **Service Instruction 0022** for lone working.

The service has ongoing projects that will aid future management of risk to lone workers.

Luke Russell

Protection of badger setts guidance

Following an update in legislation surrounding the protection of badger setts, [**OIN 0184 – Badger Setts**](#) is now live and can be found in the product packs for Animal Rescues, Trapped Persons and Wildfires.

It outlines strict protocols for sett protection, including considerations for risk assessments, cordon requirements, licensing procedures, and legal consequences.

All personnel must review and comply with its guidance during operations.

The link to the product packs can be found here: [**Operational Guidance**](#)

Sarah Holton

Watch Manager, Operational Planning

Service praised for train derailment response

I am immensely proud of the professionalism and efforts that our crews demonstrated on Monday morning when dealing with the train derailment near Shap on the West Coast mainline, even more so as this praise was echoed by other blue light agencies.

Firefighters and officers worked with other emergency services to support the safe evacuation of more than 90 passengers and staff from the train who were then relocated to the nearby Shap Wells Hotel, with thankfully no significant injuries reported.

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Dave Love

Area Manager – Head of Operational Preparedness



Equality, Diversity and Inclusion

Culture and Values Board

Cumbria Fire & Rescue Service has a Culture and Values Board.

This board has been established to provide support and leadership in fostering a positive, inclusive, and values-driven culture utilising the staff networks.

The board will:

- Serve as a focal point for driving cultural change
- Ensure that the values of the service are embedded in all aspects of the service
- Support staff networks that promote diversity, equity, and inclusion

The board will provide staff networks with a recognised mechanism for raising issue relating to all areas of business and Governance. The attendees of the board will support the development of inclusive policies, practices, and training programs.

For further information please see:  [Culture and Values TOR V1.docx](#)

To see the minutes of previous meetings and current Actions, please visit: [Fire Hub - Equality Diversity and Inclusion - Culture and Values Board - All Documents](#)

Kelly Drury

Watch Manager, Equality, Diversity and Inclusion



Station Manager – Promotion Board

For anyone interested in applying for the Station Managers Promotion Board, please click the link to see all details: cumbriafire.gov.uk/leadership-vacancies

How to apply

You will need to have at least held the post of competent Watch Manager and proof of competency will be required.

To apply for this process:

- Apply via the application form linked on the webpage. ([**Station Manager Application Form 2025 – Fill out form**](#))
 - Submit Supporting Information that demonstrates how you meet the **Essential Criteria** in the **Station Manager Role Profile**. If you do not submit the Supporting Information, we will be unable to shortlist you. All documents should be **named clearly with your full name** and then sent to: [**Recruitment@cumbriafire.gov.uk**](mailto:Recruitment@cumbriafire.gov.uk)
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Watch Manager, Learning and Development – Incident Command Lead

Location: The L&D team is based out of Penrith HQ but training is delivered all over the county. For any candidates concerned about travel or a different rota, please get in touch and we can discuss.

Salary: Watch Manager B Salary plus 10 per cent L&D Allowance

Hours: 42 hours

Contract: Fixed-term contract, initially three months

Eligibility: INTERNAL OPERATIONAL STAFF ONLY

Awareness session (an opportunity to meet directly with L&D to learn about the role and ask any queries): Tuesday, 11 November at 7pm

Closing date: Friday, 14 November 2025 at 9am

Shortlisting: Friday, 14 November 2025

Candidate assessment information will be issued by EOD Friday, 14 November 2025

Interviews: In-person w/c Monday, 17 November 2025 (All shortlisted candidates will have adequate prep time)

To find out more and apply, click here: [**CFRS0169 - Watch Manager L&D - Incident Command Lead | Cumbria Fire & Rescue Service**](#)

Watch Manager, Learning and Development – Recruits Lead

Location: The L&D team is based out of Penrith HQ but training is delivered all over the county. For any candidates concerned about travel or a different rota, please get in touch and we can discuss.

Salary: Watch Manager B Salary plus 10 per cent L&D Allowance

Hours: 42 hours

Contract: Fixed-term contract, initially six months

Eligibility: INTERNAL OPERATIONAL STAFF ONLY

Awareness session (an opportunity to meet directly with L&D to learn about the role and ask any queries): Tuesday, 11 November at 7pm

Closing date: Friday, 14 November 2025 at 9am

Shortlisting: Friday, 14 November 2025

Candidate assessment information will be issued by EOD Friday, 14 November 2025

Interviews: In-person w/c Monday, 17 November 2025 (All shortlisted candidates will have adequate prep time)

To find out more and apply, click here: [**CFRS0168 - Watch Manager L&D - Recruits Lead | Cumbria Fire & Rescue Service**](#)

Head of Finance

Location: Based at Carlisle East Fire Station, Penrith HQ, and home working

Salary: £65,873–£68,775

Hours: 37 hours per week, part-time working, job shares and other flexible options can be discussed at interview

Contract: Permanent

Closing date: Sunday, 16 November 2025 at midnight

Interviews: In-person w/c Monday, 24 November 2025. The location will be confirmed with successful candidates at invite.

To find out more and apply, click here: [CFRS0167 - Head Of Finance | Cumbria Fire & Rescue Service](#)



Other

Absence management: Self-certification forms

It is no longer a requirement for managers to upload copies of sickness [self-certification forms](#) to iTrent.

Please can you now ensure you send completed forms to HR@cumbriafire.gov.uk to be securely stored.

A self-certification form is a requirement for every sickness absence. Employees who are absent for up to seven days are required to complete a self-certification form upon their return to work and employees who are absent for more than seven days need to complete one that covers the first seven days of their absence; a doctor's certificate will then be required for the remainder of the employee's absence.

If you are struggling to find any of the HR policies, they are on the CFRS website. You can either use this [link](#) or you can scroll to the bottom on the homepage and click on *Employee Pages* and then *Human Resources*.

The most current and up-to-date HR policies, procedures, guidance and templates are **not** saved on SharePoint. If you are using HR documents that you have found on SharePoint, they will most likely be out of date and inaccurate.

Emily Grey

HR Advisor

HR team aiming to spread some festive cheer

This festive season the HR team is collecting selection boxes to donate to the children's ward at the Cumberland Infirmary in Carlisle.

It's a simple way to bring a smile to a child who might be spending time in hospital over the festive period.

A couple of team members have had our own children spend time in hospital recently so it is nice to be able to give something back.

If you would like to take part, please drop off your selection box by Wednesday, 17 December to the HR team office either at Penrith HQ or Carlisle East Fire Station.

Jemma Taylor and Helen Clark

HR Managers

Firefighters' Pension Scheme Bulletin 98 available to view

Please be advised that the new issue of the Firefighters' Pension Scheme Bulletin 98 for October 2025 is available to view: [FPS Bulletin](#)

Melissa Taggart

HR and Pensions Development Assistant

DDaT Learning Bytes sessions

We have some interesting new DDaT Learning Bytes sessions coming up to share with you:

- ***Build a Copilot agent***

Thursday 20 November, 2pm–3pm

Following a successful live session at the DDaT conference, the team from Nasstar are going to deliver an online session for those of you who weren't able to see it there (or want to see it again) building an agent in Copilot Studio.

Register here: <https://forms.office.com/e/RFgJjJ1NAE>

- ***Leveraging legacy data to drive better decision making***

Tuesday 25 November, 10am–11am

The strategic use of data sharing and integration is central to any strategy. By leveraging MuleSoft, customers can securely connect legacy systems and surface data to drive better decision-making. Combining this with agentive capabilities allows for proactive engagement and personalised experiences. Salesforce will walk attendees through some case studies with the benefits derived from deploying these capabilities.

Register here: <https://forms.office.com/e/9dKmp8KHLf>

- ***Cyber threat briefing***

Thursday 4 December, 2pm–4pm

A technical session based on the current threat landscape (including AiTM (adversary in the middle) attacks, social engineering, recent Scattered Spider Cyber Incidents and others) we'll hear from Rob Demain, CEO of e2e-Assure about their experiences supporting clients and the Lifecycle-based structure: Recon > Initial Access > Movement > Persistence > Exfil > Ransomware. This session is primarily aimed at those working in cyber security related roles but anyone interested is welcome to join.

Register here: <https://forms.office.com/e/WBQYi3Ps6D>

Jo Hardy

Fire Fighters Charity: Sleigh your fundraising goals this festive season



It's that time of year again! Why not support your fire family this festive season by organising a fundraiser?

Whether you're decking out the station, hosting a Christmas bake sale, a carol-singing event, or a festive challenge, every bit helps to make a difference.

Fire Fighters Charity has got some tree-mendous ideas to help make your event a success – and to make things easier, its fundraising toolkit includes a handy checklist to keep you on track: [**Christmas Fundraising - Fire Fighters Charity**](#)

Fire Fighters Charity

To have your news included in this section please email:

CFRS.update@cumbriafire.gov.uk

