



CFRS Weekly Update – 21/11/25

Weekly Update – At a Glance

- Protect Young Drivers launch
- Learning opportunities from across the sector
- International Men's Day
- Watch Manager L&D – Incident Command Lead INTERNAL ONLY vacancy
- Watch Manager L&D – Breathing Apparatus Lead INTERNAL ONLY vacancy
- Project and Risk Support Officer vacancy
- Get involved with Penrith's Christmas Fair
- Ambleside firefighters join in town's festive fun
- Fire Fighters Charity: Online interactive well-being workshops
- Festive celebrations

**** 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

Protect Young Drivers launch in Parliament



This week has seen the launch of a campaign to **#ProtectYoungDrivers** which coincided with the national **#RoadSafetyWeek** campaign.

The launch event took place in the Houses of Parliament on Monday, 17 November, and included the attendance of David Allen, Cumbria's Police, Fire and Crime Commissioner, members of the Cumbria Fire & Rescue Service Prevention team and Cumbria's Roads Policing Unit, as well as many other road safety professionals, campaigners, and representatives of bereaved families who support the movement.

A new website – protectyoungdrivers.com – has been launched to raise awareness around the risk factors young drivers face, ways governments internationally have successfully introduced measures to protect young drivers, and how the movement proposes to challenge the current approach for how a young person becomes a road user in Britain.


Currently, 24 per cent of all fatal and serious injury collisions in Britain involve 17 to 24 year olds, but with the right support and safeguards as proposed, it will give young drivers the best possible start within their driving journey.

How graduated driving licenses work?

A graduated driving license provides a phased approach to driving with structured training and the ability to build skills gradually over a minimum learning period before being able to undertake a driving test. After their test the young driver will remain in a probationary period which will allow the learner to experience differing environmental conditions, reduce peer pressure by the limitation on same-age passengers, reduce pressure from other road users by displaying P-plates, and preventing probationary drivers to be able to drive late at night where they are statistically at higher risk of being involved in a fatal or serious injury collision.

How can we support young drivers in Cumbria?

As a service our strength is the ability to engage with our communities and provide road safety education. Through packages like GoDrive and VR education, we have the ability to influence and question how potential and new drivers see themselves as road users, how they view vulnerable road users, how they approach risk and challenge their appetite for putting themselves and other at risk, how they choose a vehicle that is safe and we can provide education on basic maintenance and checking of vehicles through systems like POWDER.

You can use the presentation here during engagement visits and events to highlight vehicle checks:  [**POWDER Presentation.pptx**](#)

Anything crews can do to promote safe driving during winter conditions and vehicle checks would be much appreciated, as well as awareness around the 'Fatal Four' (mobile phone use, speeding, not wearing a seatbelt, and drink/drug driving) and Road Awareness Training in schools and colleges.

Dean Readman

Station Manager, Penrith and Prevention (Road and Home Fire Safety)

Learning opportunities from across the sector

Please remember when viewing briefs and case studies from other services to access our own operational information notes regarding our procedures:
[Operational Guidance](#)

Please find the link for this month's organisational learning brief from Greater Manchester Fire & Rescue Service below which includes:

- Video update reflecting on recent significant incidents
- Risk-critical learning from an RTC involving the incorrect use of a Tirfor winch
- A retrospective review of a fireworks explosion which tragically claimed the lives of firefighters
- Emphasis on the need for caution during property entry and assessment
- The importance of thorough scene evaluation and the potential for non-standard building features

October OLB – Greater Manchester FRS

Kasey Grainger

Station Manager, Operational Assurance



Equality, Diversity and Inclusion

International Men's Day

This week saw International Men's Day take place – an opportunity to raise awareness of men's well-being and the resources that are available to help you to stay healthy and happy. Please remember that help and support is out there:

- **Movember** – uk.movember.com
- **Shout** – Text "SHOUT" to 85258
- **Mind** – mind.org.uk
- **Samaritans** – Call 116 123 or email jo@samaritans.org

- **Andy's Man Club** – andysmanclub.co.uk
 - **NHS** – Call 111, 24 hours every day
 - **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**
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Vacancies

Watch Manager L&D – Incident Command Lead INTERNAL ONLY

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

Hours: 42 hours

Contract: Fixed-term contract, initially six months

Closing date: Monday, 1 December 2025 at 9am

Full details: <https://www.cumbriafire.gov.uk/cfrs0169-watch-manager-ld-incident-command-lead>

Watch Manager L&D – Breathing Apparatus Lead INTERNAL ONLY

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

Hours: 42 hours

Contract: Fixed-term contract, initially six months

Closing date: Monday, 1 December 2025 at 9am

Full details: <https://www.cumbriafire.gov.uk/cfrs0171-watch-manager-ld-breathing-apparatus-lead>

The Learning and Development team are holding an awareness session on **Wednesday, 26 November 2025 at 6.30pm** to provide more info on the above roles and answer any questions. Please see details below to join:

[Join the meeting now](#)

Meeting ID: 361 523 216 885 90

Passcode: SX7zp2bp

Project and Risk Support Officer

Location: CFRS HQ Penrith, and home working

Salary: £34,434–£35,412

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

Contract: Fixed term until Wednesday, 31 March 2027

Closing date: Sunday, 30 November 2025 at midnight

Interviews: In-person Tuesday, 9 December 2025 at CFRS HQ Penrith

To find out more and apply, click here: [CFRS0170 - Project and Risk Support Officer | Cumbria Fire & Rescue Service](#)



Other

Get involved with Penrith's Christmas Fair



Penrith Fire Station will be holding a Christmas Fair in aid of the Fire Fighters Charity on Friday, 19 December 2025 from 3pm to 8pm.

This event will be open to everyone in the community and will include stalls for last minute Christmas gifts, Christmas lights switch-on, festive music, food and drinks, and lots of fun and games!

There will also be a limited amount of tickets for Santa's grotto experience, bookable through this link: thechristmasember.eventbrite.com

If anyone in service would be interested in having a stall on the afternoon, or would like to get involved with the event, please email al.smith@cumbriafire.gov.uk.

Penrith Day Crew

Ambleside firefighters join in town's festive fun



Crew from Ambleside Fire Station attended the Christmas lights switch-on in the town on Saturday (15 November), joining in the festive spirit and engaging with the community – and meeting Santa Claus himself!

Fire Fighters Charity: Online interactive well-being workshops

The Fire Fighters Charity will be hosting online one-hour interactive well-being workshops, designed to raise awareness of the charity's services and promote personal resilience. During this engaging session, participants will:

- Gain an overview of all Fire Fighters Charity services available to them and their families
- Learn how to access support and resources
- Explore what resilience really means and discover practical strategies to build it

These sessions are suitable for anyone working in the service – particularly those who have joined within the last 12 months as part of their inductions, and colleagues in corporate and support roles.

We know that these teams often don't get the same opportunities to hear directly about the charity's services as operational firefighters do, so this is a great chance for them to learn how the charity can support them personally and professionally.

To sign up for the sessions, participants need to register on one of the following Zoom links:

- *Wednesday, 26 November 2025 10am–11am:*
<https://us06web.zoom.us/meeting/register/FN4-A7EzQamiBKCFLbYAYw>
- *Tuesday, 27 January 2026 10am–11am:*
https://us06web.zoom.us/meeting/register/Axp0_vh7T0iHOc3LHPWf4w

Sally Walker

Festive celebrations

As we head into the festive season and start to enjoy celebrations, please be reminded that Cumbria Fire & Rescue Service's Core Code of Ethics and standards of behaviour apply at work-related events which include off-site and after-hours gatherings.

Please be mindful of alcohol consumption and arrange safe transportation home, considering readiness for duty the next day.

Thank you for maintaining the high standards of the service.

Jemma Taylor and Helen Clark

HR Managers

To have your news included in this section please email:

CFRS.update@cumbriafire.gov.uk

