



# CFRS Weekly Update – 12/12/25

## Weekly Update – At a Glance

- Anniversary of Kirkby Lonsdale fire marked in town
- Human Rights Day and International Migrants Day
- Supervisory Manager Promotion Process – open now
- HR Advisor vacancy
- FireWatch: Health and Safety Module – Training documents and additional training sessions
- Green Book annual leave correspondence
- New Year, new you – start 2026 by changing your commute
- Merry Christmas from the People and Talent team
- Boosting your immunity in the winter – simple tips for a healthier season

**\*\* 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

### **Anniversary of Kirkby Lonsdale fire marked in town**

One year on from the devastating major fire in Kirkby Lonsdale, Assistant Chief Fire Officer Lauren Woodward visited the amazing crews at Kirkby Lonsdale and Sedbergh this week.

A poignant ceremony was held in the local church, followed by the unveiling of a permanent memorial.



The Kirkby Lonsdale team had been out in the community in the days before, receiving a positive response on Friday when they provided a visible presence in the town centre, showing support for local businesses.



The team visited more than 40 commercial premises, sharing free safety advice and leaving some further reading to help them to keep their staff and customers safe from fire.



## Equality, Diversity and Inclusion

### **Human Rights Day – A reminder for us all**

Every year on 10 December, Human Rights Day marks the anniversary of the Universal Declaration of Human Rights.

It's a global reminder that dignity, fairness, and equality are not privileges, they are fundamental rights.

For us in Cumbria Fire & Rescue Service, these principles are more than words on paper.

They shape how we serve our communities and how we work with one another.

Human Rights Day is an opportunity to pause and consider how we uphold our services values in our daily work.

Fair treatment in the workplace, listening to diverse perspectives, and ensuring everyone feels safe and included are all ways we bring human rights to life.

By embedding integrity and fairness into everything we do, we strengthen both our service and the trust communities place in us.

For more information: [\*\*The Human Rights Act 1998 - Citizens Advice\*\*](#)

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### **Kelly Drury**

Watch Manager, Equality, Diversity and Inclusion

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### **International Migrants Day – 18 December**

International Migrants Day is a chance to recognise the contributions of migrants to communities across the world, while also reflecting on the challenges they face.

The United Nations established this day to promote dignity, fairness, and respect for all people who move across borders in search of safety, opportunity, or a better life.

For Cumbria Fire & Rescue Service, the day is a reminder of the diverse communities we serve here at home.

Migration has shaped the UK for centuries, and many of our residents today bring with them different languages, traditions, and experiences.

By understanding and respecting this diversity, we strengthen trust and ensure that our service is accessible and welcoming to everyone.

In our daily work, whether responding to emergencies, engaging with schools, or supporting vulnerable people, we uphold the principle that safety and dignity are universal rights.

International Migrants Day encourages us to continue building an organisation where fairness and inclusion are not just ideals, but everyday practices.

For more information: [\*\*International Migrants Day | United Nations\*\*](#)

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### **Kelly Drury**

Watch Manager, Equality, Diversity and Inclusion



## Vacancies

### **Supervisory Manager Promotion Process – open now!**

If you are interested in applying for the role of Crew or Watch Manager, **the Supervisory Managers Promotion Process is now open.**

Successful candidates in this process will be eligible for positions across all duty systems, on-call and wholetime.

If you are currently in an ‘eligible permanent’ or ‘eligible substantive’ pool for a Supervisory Manager role having attended the last process, you will need to re-apply and be successful in this process.

*\*\*\*A second **on-call only** focused process will open on **Monday 5 January 2026**, with interviews planned for the week commencing **Monday 23 February 2026**, for those who are only interested positions on their on-call station. The **on-call only** process is designed to be more accessible to on-call staff. If this is you then you **do not need to apply to the currently open process**, but you can if you wish.\*\*\**

### **Eligibility**

- To be eligible to apply for Crew Manager positions you will need to currently hold the post of competent Firefighter
- To be eligible to apply for Watch Manager positions you will need to currently hold the post of competent Crew Manager and hold a current Incident Command Level 1 skill

For all roles a proof of competency will be required.

### **How to apply**

Join one of our engagement sessions to learn more about the role and requirements.

Apply via the correct role application form on the CFRS Vacancies webpage:  
**[cumbriafire.gov.uk/leadership-vacancies](http://cumbriafire.gov.uk/leadership-vacancies)**

The application form will require you to give answers to four questions that are linked to the NFCC Leadership Framework – there is a 300-word limit for **EACH** question.

**The application process will close at midnight on Sunday 11 January 2026.**

Engagement session

- Session 1 – Tuesday 16 December 2025, 6pm–7pm
- Session 2 – Thursday 8 January 2025, 6pm–7pm

### **For further information**

Either speak to or email:

**Katie Norman**

Resourcing and Talent Advisor

**[katherine.norman@cumbriafire.gov.uk](mailto:katherine.norman@cumbriafire.gov.uk)**

07917 515892

**Colin Wright**

Group Manager

**[colin.wright@cumbriafire.gov.uk](mailto:colin.wright@cumbriafire.gov.uk)**

07825 340313

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### **HR Advisor**

**Salary:** £38,220–£39,125

**Hours:** 37 hours per week. We support part-time working, job shares and other flexible options – these can be discussed at interview.

**Contract:** Fixed term (to end October 2026)

**Location:** CFRS HQ Penrith and home working

**Closing date:** Midnight, Sunday 4 January 2026

**Interviews:** Interviews will be held in-person on Wednesday 14 January 2026 at CFRS HQ Penrith

*\*This post requires a Standard DBS Check\**

**Find out more and apply: [CFRS0172 – HR Advisor | Cumbria Fire & Rescue Service](#)**

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## Other

### **Green Book annual leave correspondence**

Further correspondence has been sent out regarding Green Book annual leave by letter and email.

If you have not received your letter or email by **17 December** please email [HR@cumbriafire.gov.uk](mailto:HR@cumbriafire.gov.uk) and let us know.

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### **HR team**

### **FireWatch: Health and Safety Module – Training documents and additional training sessions**

In preparation for the FireWatch Health and Safety Module going live in CFRS in January 2026, a suite of training documents have been created to assist Investigating Officers with completing ASEs on the new system.

These are located on: *SharePoint > Help & Support > User Guides & Tutorials > FireWatch Health and Safety Module ASEs*

## **FireWatch Health and Safety Module ASEs**

### **Training sessions**

Two additional training sessions have been arranged for all Station Managers and wholetime / day crew / department Watch Managers – if you fall into one of these groups you must attend a session.

Invites to sessions have been sent out to calendar – if you are unable to attend, please email [joanne.cullen@cumbriafire.gov.uk](mailto:joanne.cullen@cumbriafire.gov.uk)

- Tuesday 6 January 2026 at 10.30am [Join the meeting now](#)
- Friday 9 January 2026 at 10am [Join the meeting now](#)

If you have any question re. the system please email [firewatch@cumbriafire.gov.uk](mailto:firewatch@cumbriafire.gov.uk) or for any health and safety queries please email [healthandsafety@cumbriafire.gov.uk](mailto:healthandsafety@cumbriafire.gov.uk)

### **Joanne Cullen**

Project Delivery Lead, Fire Transition team

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### **New Year, new you – start 2026 by changing your commute**

Start the 2026 strong by changing your commute. CFRS operates a 'cycle to work' scheme which allows employees to purchase a new bike and equipment tax free, spreading the cost over convenient monthly payments.

Cycling to work boosts fitness, reduces your carbon footprint and lifts mood.

To find out more, please use the following link: <https://app.bhnextras.co.uk/employee-register/0f1a352>



**Jemma Taylor and Helen Clark**

HR Managers

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**Merry Christmas from People and Talent team**

The CFRS People and Talent team would like to wish everyone across the service and our communities a very Merry Christmas and a Happy New Year!



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## **Boosting your immunity in the winter – simple tips for a healthier season**

Winter in the UK brings crisp mornings, cosy nights, and plenty of festive cheer – but it also comes with shorter days, colder temperatures, and an increased risk of colds and flu.

The good news? There are easy, practical ways to give your immune system the support it needs to keep you feeling your best throughout the season.

### **Why winter challenges your immunity**

When the temperature drops, we tend to spend more time indoors, which makes it easier for viruses to spread.

Reduced sunlight also means lower vitamin D levels, a key nutrient for immune health.

Combine that with holiday stress and indulgence, and your body could use a little extra care.

### **Top tips to boost your immunity**

#### **Eat a rainbow of foods**

Fresh fruits and vegetables are packed with vitamins and antioxidants that help your body fight infections.

- Vitamin C: Oranges, berries, peppers, and broccoli are great choices
- Vitamin D: With limited sunlight, consider fortified foods or a supplement (check NHS advice)
- Zinc and Selenium: Found in nuts, seeds, and lean meats, these minerals support immune function

#### **Keep moving**

Exercise isn't just for fitness – it helps your immune system too! Aim for 150 minutes of moderate activity per week, whether that's brisk walks, cycling, or home workouts.

Even short bursts of movement can make a difference.

### Prioritise sleep

Your body repairs and strengthens its defences while you sleep. Adults should aim for 7–9 hours each night. Try winding down with a calming routine and avoid screens before bed.

### Manage stress

Stress can weaken your immune response. Simple techniques like deep breathing, mindfulness, or gentle yoga can help you stay calm and resilient.

### Stay hydrated

It's easy to forget water when it's cold outside, but hydration is essential for your immune system. Herbal teas and water are great options.

### Limit alcohol and quit smoking

Both can impair your immune system, so cutting back is a smart move for winter wellness.

### Final thoughts

Boosting your immunity doesn't have to be complicated. With a few simple habits – eating well, staying active, sleeping enough, and managing stress – you can enjoy the winter season feeling strong and healthy.

### **Annie McInerney-Thompson**

Recruitment, Fitness and Engagement Coordinator

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To have your news included in this section please email:

**CFRS.update@cumbriafire.gov.uk**

