



CFRS Weekly Update – 20/2/26

Weekly Update – At a Glance

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- International Mother Language Day
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- Speak Up, Shape Tomorrow
- Whitehaven Fire Station Paxton System
- Fire Fighters Charity: Make a splash for Mega March!

**** 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

Operational Assurance Brief Two

The Operational Assurance Brief gives crews key learning from incidents and departments across the service, and it works best when stations review it together.

This edition highlights:

- How quickly a shed fire escalated once cylinders were involved, leading to defensive tactics and wider cordons
- The value of IRS data, which continues to support Operational Assurance, Performance and Response, and Operational Planning, as well as being shared with the Home Office
- Reminder for Incident Commanders to clearly identify hazards, risks, and control measures in their DRA, as this directly informs the ARA and helps keep everyone on the incident ground working safely and consistently

Please access via the links below:

[Operational Assurance Brief](#)



operational-assuranc
e-brief-2-eW7mV9eA

If you'd prefer a printed copy, open the brief using the link and select the print option in the top-right corner.

To get the most value from this, take a moment to sit down with a brew and discuss it as a team. A short, focused conversation helps ensure the key points are understood and applied consistently across the station.

Operational Assurance department

GMFRS Persons in Crisis case study

The new Persons in Crisis (PiC) Case Study Package from Greater Manchester Fire and Rescue Service brings together real incidents, operational learning and multi-agency insights to help strengthen staff confidence when responding to individuals in acute distress.

Developed with contributions from operational colleagues and GMP negotiators, the package provides clear, practical learning through case studies, debrief reflections and supporting guidance.

It aims to enhance safe, compassionate, and coordinated decision-making, reinforcing JESIP principles and showcasing effective practice across Greater Manchester Fire and Rescue Service.

Please be aware that these case studies are from other services and their policies and procedures will differ from Cumbria Fire & Rescue Service.

- <https://share.articulate.com/XjJV7ibGiQ0o8KrcjAgpp>
- [OIN 0158 Persons in Crisis](#)

Kasey Grainger

Station Manager – Operational Planning

New cargo trousers and ordering process

- **Cargo trousers:** Due to supplier issues, we are trialling a new brand.
- **Sizing:** The new trousers have a **non-elasticated waist**. Please provide an accurate waist measurement when ordering.

- **Lead time:** All uniform items are now 'supply to order' only, with a seven to 10-day delivery time. **No local stock will be held.** Please be mindful when placing a request.
- **Ordering:** To improve efficiency, all requests must be made by the individual requiring the uniform. **No bulk orders.**

Sean Philips

Technical Services Coordinator

Rail Incident Working Group

I am in the process of setting up a working group to research and develop the fire and rescue service response to incidents on the UK rail infrastructure.

It will address subjects like:

- Equipment and procedures held by different FRS
- Challenges with accessing remote locations, including the transport of equipment and casualties
- Overhead line equipment and other electrification
- Challenges faced with tunnels

It would be great to have representation from interested services to build a good picture of the current situation, share learning and develop best practice.

If you would like to be involved, please email nicholas.rogers@avonfire.gov.uk and I will add you to the group.

Kasey Grainger

Station Manager Operational Planning



Equality, Diversity and Inclusion

International Mother Language Day – 21 February 2026

This week, Cumbria Fire & Rescue Service joins organisations around the world in recognising International Mother Language Day, observed annually on the 21 February. The day highlights the importance of linguistic diversity, cultural identity, and inclusive communication in communities everywhere.

International Mother Language Day was created to promote and protect all languages spoken across the world and to raise awareness of how language sits at the heart of identity, belonging, and education.

Cumbria's communities continue to grow in diversity, and with that comes a wider range of languages spoken in homes, workplaces, and neighbourhoods.

Recognising International Mother Language Day supports our service in several ways:

- **Improved community engagement:** Understanding the linguistic needs of communities helps us deliver better fire safety education and prevention messages
- **Clearer communication in emergencies:** Being aware of language barriers helps crews adapt communication on scene and make full use of translation tools or community networks
- **Building trust:** When people feel their language and culture are respected, they are more likely to seek help, share information, and engage with fire safety initiatives
- **Supporting our workforce:** Celebrating linguistic diversity within CFRS strengthens team cohesion and recognises the value our multilingual staff bring to the organisation

As a service built on inclusivity, communication, and putting our communities first, recognising the power of language reinforces our commitment to serving every community member with understanding and respect.

For more information:

- [!\[\]\(2dc8cdc0c918df88cde61039ecf68682_img.jpg\) OIN 0127 Translation Services.docx](#)
- [International Mother Language Day | United Nations](#)

Kelly Drury

Watch Manager – Equality, Diversity and Inclusion



Vacancies

Risk Management Technicians x2

INTERNAL ONLY

Salary: £34,434–£35,412 (Grade 9)

Hours: 37 hours per week

Contract: Fixed term, six months

Location: CFRS HQ, Penrith

Closing date: 11.59pm, Thursday 26 February 2026

Interviews: Tuesday 3 March 2026

For more information and how to apply: cumbriafire.gov.uk/internal-expressions-interest

If you have any questions please contact GM Owen McCarney at Owen.McCarney@cumbriafire.gov.uk

Katie Norman

Resourcing and Talent Advisor



Other

Data and Analysis Request Form launched

We've now launched our new **Data and Analysis Request Form**, designed to make it easier for everyone to request data extracts, analysis, Power BI support, SQL assistance, or data quality investigations.

If you need any analytical support, please submit your request using the form available at the bottom of the Performance SharePoint page: [CFRS Performance](#)

This helps us log, prioritise, and manage workload consistently across the team. Thank you for helping us streamline the process and improve turnaround times.

Justyna Zmuda

Senior Analyst

Speak Up, Shape Tomorrow

Speak up, shape tomorrow

Your voice, our future

We all thrive when we feel valued and safe.

Unprofessional behaviours significantly impact employee wellbeing, retention, and organisational performance, and may include:

- Work incivility, including exclusionary practices, dismissiveness, and non-verbal discourtesy.
- Micro-aggressions, whether based on protected characteristics or social identity, may constitute harassment under UK employment law.

If you've witnessed this type of behaviour, you can speak up 100% anonymously or confidentially if you choose, using our dedicated FRS Speak Up line or online form.

Every submission supports our commitment to an ethical, inclusive workplace.

Your voice matters, sharing what you know helps us create a safer, more respectful environment.

Crimestoppers Trust, registered charity in England & Wales (1108697), Scotland (SC037960).

FRS SPEAK UP

0800 022 3818
frs-speakup.co.uk



Microaggressions are subtle comments, gestures, or behaviours, often unintentional, that can make others feel dismissed or excluded because of who they are. Whether it's a thoughtless remark, overlooking someone's contributions, or non-verbal cues like eye-rolling, these small actions can have a big emotional impact. Over time, they chip away at trust, confidence, and the sense of belonging we all deserve at work.

Acts of incivility, such as interrupting, talking over someone, or being dismissive, can also shape a negative atmosphere where people feel unheard or undervalued. Even when the harm isn't deliberate, these behaviours can lead to lower morale, strained relationships, and a less supportive team environment.

Under the Equality Act 2010 and the Worker Protection Act 2023, every employee has the right to work in an environment that is free from harassment, discrimination, and hostility. But beyond legislation, it's about kindness, empathy, and respect - values that make our workplace stronger and more inclusive.

We all play a part in maintaining a culture where everyone feels safe, valued, and empowered to speak up. By being thoughtful in our words and actions, listening to each other, and addressing concerns early, we help create a workplace that brings out the best in everyone.

Please see attached reminder of the FRS Speak Up Scheme in partnership with Crimestoppers.

Jemma Taylor and Helen Clark

HR Managers

Whitehaven Fire Station Paxton System

As part of the refurbishment work at Whitehaven Fire Station, a Paxton System has been installed for the doors.

The system is due to go live on Wednesday 25 February – this will mean that you will only be able to access the station via your Cumbria Fire & Rescue Service ID badge.

If you have lost your ID badge or the expiry date has passed, please inform BusinessSupport@cumbriafire.gov.uk who will issue you with a new ID card.

Jane Walker

Business Support Team Leader

Fire Fighters Charity: Make a splash for Mega March!

March is Fire Fighters Charity's biggest month for car washes – and why they've officially named it Mega March! Have you registered yours yet?

This year, the charity is aiming to register 200 car washes by the end of the month, and it would love your help to make it happen.

If you're able to take part, please register your fire station using the quick [online form](#) to get started.

Fire Fighters Charity

To have your news included in this section please email:
CFRS.update@cumbriafire.gov.uk

