



CFRS Weekly Update – 13/3/26

Weekly Update – At a Glance

- ▶ Carlisle city centre bollards access arrangements
- ▶ Penrith HQ Stores two-week closure
- ▶ Analytical Risk Assessment (ARA) Support
- ▶ Completion of Supervisory Manager processes and feedback
- ▶ Business Continuity arrangements – Industrial action (Operational Staff only)
- ▶ Support study into effect of extreme heat on firefighters' mental skills
- ▶ Neurodiversity Celebration Week
- ▶ Watch Manager Opportunity – Technical & Fleet Services (Fixed Term)
- ▶ Masterclass – Heatwaves and Cold Spells: What's the worst that could possibly happen?
- ▶ Process for Occupational Health queries after 1 April
- ▶ Community Fund opens to local organisations
- ▶ Car wash success at Ulverston
- ▶ Revamped FPS members website now live
- ▶ Pensions team station drop-in clinics
- ▶ Raffle in aid of Cumbria Police Dog Benevolent Fund
- ▶ Fire Fighters Charity: It's time to check in with yourself

**** 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

Carlisle city centre bollards access arrangements

As you may be aware Carlisle city centre has bollards located on Scotch Street and Castle Street – access arrangements for passing these bollards are as follows:

▶ **Scotch Street:** Bollards are up apart from between 7am–10.30am and between 4.30pm–7pm. At the moment they are being remotely lifted by an officer until CCTV can be installed. These bollards now have an intercom and can be accessed using a PIN code – using this code should give you immediate access when needed, and the bollards can also be raised once the emergency has completed. [Cumberland Council - Scotch St - Basic OPs](#)

▶ **Castle Street:** Bollards are up between 12pm and 7pm, they are down at all other times. [Cumberland Council - Castle St - Basic OPs](#)

Pin codes are at the end of the documents and there is an intercom on the bollards for any issues.

Kasey Grainger

Station Manager – Operational Planning

Penrith HQ Stores two-week closure

The Technical and Fleet Services department will be closing the Fire Service Stores function for two weeks. It will be closed from Monday 23 March and re-opening on Tuesday 7 April. This is to support the annual end-of-year stock check.

Please continue to raise any requests and defects in the normal way; however, be aware that only urgent / critical items will be dealt with during the two-week closure.

Resilience fire kit will be sent out daily at 10am through internal mail.

If you have any comments or concerns regarding the provision of equipment and PPE during this period, please raise with your Service Delivery Station Manager in the first instance.

Apologies for any inconvenience caused.

Technical and Fleet Services department

Analytical Risk Assessment (ARA) support

Having carried out the Dynamic Risk Assessment and established a tactical mode, an incident commander should be aware of the immediate hazards, who is at risk and the control measures necessary to protect them. This assessment should determine the reasonably practicable measures that personnel should take to control the risk.

This initial assessment now forms the basis of a more detailed incident risk assessment known as an Analytical Risk Assessment (ARA).

The person who completes the ARA should be a competent person who has completed IOSH course. They need to bring their findings to the attention of the incident or sector commander. These should include details of any hazards, risks and control measures.

In addition, the key findings of the ARA should be shared with all responders that are at the incident ground. This information may form part of the multi-agency decision making process at the incident.

To find CFRS pre-populated ARAs via SharePoint, follow the step-by-step video at [**Common Learning | Rise 360**](#), where you can also find a video guide on how to access ARAs via MDT.

It is important to note that any extra hazards specific to your incident are included in your ARA. Examples include a specific hazard present at the incident site or a hazard specific to the incident you are dealing with.

Sadie Stephenson

Firefighter, Gold Watch – Operational Assurance department

Completion of Supervisory Manager processes and feedback

All supervisory manager promotion processes have now concluded for wholetime and on-call opportunities and all individuals have been informed of their outcomes. Over the coming weeks successful individuals will be approached and offered opportunities for promotion.

I would like to take this chance to say a **huge thank you** to all who were involved in making the promotion processes happen; from those shortlisting through to those running the assessment panels or giving their time to be crews on the drill yard, every one of you played a part in making the assessments a success.

Also, a huge thank you and well done to the candidates who put themselves forwards to be assessed.

Finally, during next week I will be planning the feedback sessions for individuals regarding outcomes. Seeking feedback will be a very useful way for you to understand where you need to focus your continual development.

If you have not already let me know that you would like feedback please email me at colin.wright@cumbriafire.gov.uk.

Colin Wright

Group Manager – Learning and Development

Business Continuity arrangements – Industrial action (Operational Staff only)

Individual letters should now be with you regarding the above, following the message in last week's *CFRS Weekly Update*. Please take five minutes to complete the short survey, either via paper form or electronically to help the service with our workforce planning. Your support is much appreciated.

Link: <https://www.surveymonkey.com/r/ZZPYGK6> or please scan the QR code:



Thank you to those who have already responded.

Jemma Taylor and Helen Clark

HR Managers

Support study into effect of extreme heat on firefighters' mental skills

Cumbria Fire & Rescue Service has been contacted by researchers from Hope University in Liverpool. They are running a major study, funded by the Fire Service Research & Training Trust, to understand how working in extreme heat affects firefighters' mental skills – like paying attention, remembering information, and making quick decisions.

Previous research shows that even short periods in very hot conditions can reduce these mental abilities. The new project will look at what other things might make this worse, such as being physically tired, feeling anxious, being less experienced, feeling uncomfortable, or using different cooling methods.

To help with the study, researchers want to interview firefighters about a difficult live fire search and rescue incident they have taken part in. They will ask firefighters to describe the event from receiving the call to the moment the situation was under control. Interviews can be done in person in Cumbria or over MS Teams.

The goal is to use this information to develop simple tests that measure how ready a firefighter is to think clearly after heat exposure. These tests could eventually help decide when it is safe for someone to go back into a dangerous environment and may support improved safety across the UK Fire and Rescue Service.

Anyone from CFRS, on any duty system, can volunteer as long as they can clearly remember and describe an incident where they were working in a firefighter role. Researchers are primarily interested in incidents where you were directly involved,

particularly domestic or commercial fires, but are also interested in other incident types such as water rescue, height rescue, RTC, etc.

If you have taken part in an incident in a role outlined above and would be prepared to be interviewed by the Hope University research team please contact me by calling 07825 340313 or email to colin.wright@cumbriafire.gov.uk

Colin Wright

Group Manager – Learning and Development department



Equality, Diversity and Inclusion

Neurodiversity Celebration Week

Neurodiversity Celebration Week is a worldwide initiative that challenges stereotypes and misconceptions about neurological differences. It aims to transform how neurodivergent individuals are perceived and supported: [Neurodiversity Celebration Week](#)

There are a number of webinars being held throughout the week. For information and details on how to register: [NCW26 Events \(List\) | Neurodiversity Week](#)

Beyond the Label: Rethinking How We See and Support Neurodivergence:
[Microsoft Virtual Events Powered by Teams](#)

The NFCC has a Neurodiversity Toolkit which has been designed to support services and managers in relation to neurodiversity and to have quality and informed conversations: [Neurodiversity Toolkit - NFCC](#)

A number of useful resources can also be found on Sharepoint within the [Staff network section](#), including:

- ▶ Listen and learn sessions: [Fire Hub - Equality Diversity and Inclusion - Listen and Learn - All Documents](#)
- ▶ Useful information section: [Fire Hub - Equality Diversity and Inclusion - Useful Information - All Documents](#)

Lastly I would like to challenge everyone to have a go at [Neuroinclusive Workplace Bingo](#) next week and see how small actions can support neurodiversity at work.

Kelly Drury

Watch Manager – Equality, Diversity and Inclusion



Vacancies

Watch Manager Opportunity – Technical & Fleet Services (Fixed Term)

INTERNAL ONLY

This is a six-month fixed term opportunity to assist the Technical and Fleet Services department in the delivery of fleet base project work.

The role will be based at Penrith HQ and is open to current Watch Managers, as well as those eligible for promotion to WM.

For further information about the role, please contact SM Jonny Wills

Jonathan.Wills@cumbriafire.gov.uk or GM Tony Paterson

Tony.Paterson@cumbriafire.gov.uk

To apply: [Internal Expressions of Interest | Cumbria Fire & Rescue Service](#)

Closing Date: Tuesday 31 March 2026, 11.59pm

Location: CFRS HQ Penrith



Other

Masterclass – Heatwaves and Cold Spells: What's the worst that could possibly happen?

Over the last few years we have seen a succession of extreme months in the UK – hot, cold, wet and dry. But how extreme could extreme months be?

This presentation explores how we can define plausible worst case scenarios for extreme hot and cold (and indeed wet and dry) months both now and into the future. It discusses the meteorological conditions generating extreme months – they are complicated and inter-connected – and considers observed and simulated extremes, before presenting a series of storylines describing plausible worst cases.

It looks both at individual months and at plausible sequences of extremes (what would a persistently very hot year look like?). Scale matters too, so the presentation looks at how extreme monthly anomalies vary with spatial scale. The presentation builds on recently-published high-impact low-likelihood climate scenarios.

When: Wednesday 18 March 2026, 3pm–4.30pm

How to access: <https://www.rmets.org/event/masterclass-heatwaves-and-cold-spells-whats-worst-could-possibly-happen>

Kasey Grainger

Station Manager – Operational Planning

Process for Occupational Health queries after 1 April

As announced in last week's *CFRS Weekly Update*, our Occupational Health team will be coming back in-house from 1 April 2026. To help the team to manage queries efficiently, **from 1 April** please contact Occupational Health via the main landline – 01768 812600 – or use the team email – occhealth@cumbriafire.gov.uk – rather than individual work mobiles.

Referrals will go through the same channels – there is no change here.

This will ensure your request is picked up promptly, even when team members are absent, and also means it can be directed to the right person. Using the proper communication channels also helps the team to maintain a quiet environment during sensitive appointments, clinics and hearing tests, where ringing or buzzing phones can cause disruption.

Gayle Carruthers

Occupational Health Advisor

Community Fund opens to local organisations

Cumbria's Police, Fire and Crime Commissioner, David Allen, is opening his Community Fund for local organisations, charities and community groups. Groups can apply for funding to support projects to help tackle and prevent crime and anti-social behaviour (ASB).

Organisations can apply for up to £2,500 for their projects. In 2025, the Commissioner provided £236,044 through his Community Fund and Property Fund to 102 groups including Maryport Boxing Club, Stomping Ground Carlisle, Kendal Youth Darts Academy and Penrith Cricket Club.

Community Fund documents can be found on the PFCC website: [Community Fund - Cumbria PFCC](#)

All applications must be approved by a local PCSO or Officer. If you are unaware of who can sign your application, please contact:

- ▶ Allerdale: AllerdaleNeighbourhoodPolicing@cumbria.police.uk
- ▶ Barrow-in-Furness: BarrowNeighbourhoodPolicing@cumbria.police.uk
- ▶ Carlisle: CarlisleNeighbourhoodPolicing@cumbria.police.uk
- ▶ Copeland: copelandneighbourhoodpolicing@cumbria.police.uk
- ▶ Eden: EdenNeighbourhoodPolicing@cumbria.police.uk
- ▶ South Lakes: SouthLakesNeighbourhoodPolicing@cumbria.police.uk

Applications for the Community Fund will close on Thursday 30 April 2026 **at 5pm**.

Car wash success at Ulverston

Ulverston held a community car wash on Sunday 8 March by Amber Watch and were joined by Group Manager Owen McCarney who helped wash many cars on the day.

The car wash raised a fantastic £836, with £100 going to Ulverston in Bloom as they tend to a garden at the station, and the rest of the money being donated to the Fire Fighters Charity.





Alan Speirs

Crew Manager – Amber Watch, Ulverston

Revamped FPS members website now live

The Local Government Association (LGA) has revamped its Firefighters' Pension Scheme (FPS) members website. The updated site has been designed to make it easier for FPS members to understand their pension and find the resources they need throughout their career and into retirement.

Key features of the new website:

- ▶ Improved navigation and layout for quicker access to information
- ▶ Clear guidance on FPS benefits, contributions, retirement options, and regulations
- ▶ Updated resources and factsheets on topics including transfers, deferred benefits, and ill-health retirement

You can visit the newly updated FPS Members Website here:

<https://fpsmember.org/>

Simon Long

Senior Pension Advisor

Pensions team station drop-in clinics

The Pension Team will be running pensions drop-ins at stations across the county to give you the opportunity to meet us face to face to ask any questions you may have in relation to Pensions (purely on a factual basis, no advice will be given) or if you need help logging onto PensionPoint, etc.

The sessions will be drop-ins – there is no need to book – and there is no obligation to come and see us but we will be on station for two hours for each session.

Meet the team at our...

Pensions drop-in clinics

Our Pensions team is hitting the road and visiting stations around Cumbria for a number of drop-in clinics. This is your chance to meet the team face-to-face and ask any questions you might have about your pension. Don't miss out on this fantastic opportunity...



Whitehaven

- ▶ Wednesday 4 February 2026
- ▶ 9am-11am

Workington

- ▶ Wednesday 4 February 2026
- ▶ 12pm-2pm

Penrith

- ▶ Thursday 19 February 2026
- ▶ 1pm-3pm

Keswick

- ▶ Wednesday 4 March 2026
- ▶ 10am-12pm

Carlisle East

- ▶ Wednesday 11 March 2026
- ▶ 12pm-2pm

Kendal

- ▶ Tuesday 31 March 2026
- ▶ 10am-12pm

Barrow

- ▶ Thursday 2 April 2026
- ▶ 11am-1pm

Wigton

- ▶ Tuesday 24 March 2026
- ▶ 10am-12pm

No need to book – just turn up!

Making Cumbria a safer place for all

   @cumbriafire  cumbriafire.gov.uk



Raffle in aid of Cumbria Police Dog Benevolent Fund



invites



...to our lunchtime drop-in pop-up.
Find us using the w3w reference below where you can enter via the conference room side door.
Please bring your work ID badge.
See you there!



EASTER RAFFLE!

In aid of Cumbria Police Dog Benevolent Fund
Monday 23rd March 12 – 1.30pm
Conference Room 1, HQ

Cuddles & Chats with RPD Jack!

Come and enter our sought-after bumper raffle....more hampers than ever up for grabs

MAIN PRIZE:
2 x Adult Full Weekend Tickets at

KENDAL CALLING

Fire Fighters Charity: It's time to check in with yourself

You look out for others every day – but it's important to make sure you're looking out for yourself too.

Fire Fighters Charity has got a quick Wellbeing Self Assessment Tool to help you reflect on your physical, mental and emotional health – giving you a clearer picture of how you're doing and what support could help if needed.

It's confidential, easy to use, and always there when you need it.

Check it out, plus some of the online courses available for you to try now, in the charity's Wellbeing Hub: firefighterscharity.org.uk/online-wellbeing-hub

Fire Fighters Charity

To have your news included in this section please email:

CFRS.update@cumbriafire.gov.uk

