



CFRS Weekly Update – 6/3/26

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

Business Continuity arrangements (Operational Staff only)

As part of our ongoing improvements to meet a highlighted Area for Improvement (AFI) from our last HMICFRS inspection we must improve our Business Continuity arrangements to maintain our emergency response in instances of Industrial Action. An important part of these arrangements is workforce planning, we will be writing out to all operational staff next week to ask if a period of industrial action were to take place, whether or not you would anticipate taking part in industrial action.

The survey is completely voluntary; the request is to help with our planning assumptions so we can understand the potential impact on our service delivery and resilience at a local level.

Your response will not be recorded as a formal commitment and will not affect your employment in any way. Responses will be handled in the strictest confidence by only our HR team; the information will then be anonymised before use in Business Continuity planning. In the spirit of transparency and a positive culture the communication has been shared with Trade Union colleagues prior to this communication.

If you are willing to respond, please do so by **Friday 17 April 2026**. You can respond by either filling out the paper-based form which will be included with your letter, or electronically by filling out the survey via the QR code. There is also a link to the survey: <https://www.surveymonkey.com/r/ZZPYGK6>

Thank you for taking the time to respond to the survey, if you have any questions about this request, please contact the HR Team: HR@cumbriafire.gov.uk



Jemma Taylor and Helen Clark

HR Managers

252 form risk data

Following the 2025 data cleanse comparing risk data held by NWFC and the CFRS Operational Risk Information (ORI) Database, it was identified that although Level 2 risks are captured during Home Fire Safety Visits and added to the ORI via a 252 form, there is currently no process for removing expired risks. This may result in outdated information being presented to crews. Such situations may arise from follow-up visits, a change of occupancy, or the death of a property owner

With immediate effect, please can all operational crews inform Operational Planning when any risk requires removal from the system.

When crews are made aware that an at-risk homeowner has passed away, moved address, or that the identified risk is no longer valid, they should close the job on CFRMIS. This information may come from another support service or during an attempted follow-up HFSV. In either case, once the job is closed on CFRMIS, crews must also inform Operational Planning so that the corresponding risk data can be removed from the system.

This should be done via email in the same way new risks are added. Please email opsplanning@cumbriafire.gov.uk with the name, address, and postcode of the property, along with a brief explanation of the risk and the reason it has been removed.

This process will help ensure that risk data remains accurate, up to date, and relevant.

We hope for this to be a temporary measure while we look at alternative options for managing the risk information.

If anyone has any queries, please do not hesitate to contact the Operational Planning team.

Kasey Grainger

Station Manager – Operational Planning

New CFRS parents information pack helps protect young drivers

A new information pack for parents which includes information, advice and guidance on how to help young drivers stay safe on the road has been created and is now available to download, share and print.

24 per cent of fatal or serious injury collisions in Britain involve 17 to 24-year-olds.

The pack is a valuable resource to support prevention work in your area if you share copies with schools and colleges, or print and hand out to parents or young people.

To download the pack, which is a trifold leaflet, visit the 'Young drivers' page on our website, where you can also find a range of advice and guidance aimed at new and young motorists: [Young drivers | Cumbria Fire & Rescue Service](#)

Steve Brockbank

Watch Manager – Prevention

Organisational Learning from Lancashire FRS

Please see the link below to take you to the 2025/26 quarter three Organisational Learning Report from Lancashire 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.**

The report contains learning from:

- ▶ Station assurance visits
- ▶ PiC
- ▶ GMFS Ozone machines
- ▶ Incident review
- ▶ Blood testing kits
- ▶ Smart rings
- ▶ Battery storage at waste sites

Organisational Assurance Summary - Quarter 3 2025_26:

<https://share.articulate.com/aJIRaf9tTjON1rZ0pGF6X>

LFRS Darwen Sinkhole case study: <https://share.articulate.com/OYVBi23mA5i-OPtnGsL-f>



Please see the link below to take you to LFRS Q2 report, which contains learning from:

- ▶ Station assurance visits
- ▶ Snatch block
- ▶ Hydrant data loggers
- ▶ Gaining entry
- ▶ CCTV
- ▶ Decision logging
- ▶ Isolating EV chargers
- ▶ CCTV issues

<https://share.articulate.com/IA3AT4IzGGN8dDUw9uT-w>

Kasey Grainger

Station Manager – Operational Planning

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

International Women's Day

Every year on 8 March, International Women's Day (IWD) invites people across the world to celebrate women's achievements and renew our collective commitment to gender equality. In 2026, the global theme is *Give to Gain*, a call to drive gender equality through generosity, collaboration, and shared progress. When organisations and communities invest in women through visibility, training, resources, opportunity, and support, everyone benefits.

Women at CFRS: Leading, inspiring, protecting

Within Cumbria Fire & Rescue Service, women contribute across all areas of our organisation – emergency response, community safety, training, prevention, logistics, leadership, administration, technical roles, and more. They bring invaluable skills, knowledge, compassion, and professionalism.

Every day, CFRS women:

- ▶ Respond to emergencies with skill and composure

- ▶ Lead teams and specialist departments
- ▶ Deliver life-saving prevention and protection work
- ▶ Support operational crews behind the scenes
- ▶ Serve as role models for the next generation
- ▶ Champion community engagement and inclusion

This International Women's Day we're highlighting some of the amazing women who strengthen our service, shape our culture, and demonstrate that firefighting and fire service careers are for everyone.

Our annual awards ceremony in 2025 recognised Carlisle Crew Manager Jennie Forster for her inspirational leadership skills, celebrated Toria Barnes for embodying the values the senior leadership team hold themselves accountable to in her work in the HR team, and Community Safety Advisor Natalie Park was praised as an unsung hero of the service.

Honouring the journey of women in fire and rescue

Women have served in fire and rescue roles for far longer than many people realise. In the UK, records of women firefighters date back to the late 19th century, including an all-female fire brigade at Girton Ladies' College in 1879.

The modern era has seen significant milestones:

- ▶ **1982:** Josephine Reynolds became the first female wholetime firefighter in Britain
- ▶ **1993:** The organisation now known as Women in the Fire Service UK (WFS) formed to support women's development, equality, and progression across UK fire services
- ▶ Female representation has continued to rise, increasing from 5.2 per cent in 2017 to 8.7 per cent in 2023 among UK fire services – a sign of positive momentum and widening opportunity

These milestones matter. Visibility, representation, and support networks have helped create an environment where more women can envision a career in fire and rescue.

Annie McInerney-Thompson

Recruitment, Fitness and Engagement Coordinator



Other

Occupational Health returns in-house from 1 April

We are pleased to confirm that our Occupational Health team will be returning in-house to Cumbria Fire & Rescue Service from 1 April 2026 when the existing shared arrangement with Westmorland & Furness Council will end.

This decision has been made in line with the service's intent to look after our people, enabling us to deliver the right support from taking care of your mental wellbeing, to staying fit and active, to receiving physiotherapy.

More details about the make-up of the team and their backgrounds, as well as how you will contact the team going forward, will be shared over the coming weeks before the transition is completed next month.

You can always access wellbeing support through our service Wellbeing Hub here: [**CFRS Wellbeing Hub | Cumbria Fire & Rescue Service**](#)

Ian Seel

Area Manager – Strategic Change and People

Make today count for tomorrow (Corporate Staff only)

Taking advantage of your tax-free allowances before the 5 April deadline is a simple way to boost your retirement income and support the future you've been dreaming of. You'll have to action this by your March payroll.

Make today count for tomorrow

Your annual tax-free allowances run out on 5th April 2026, and we're here to help you make the most of this tax-efficient opportunity. You'll have to action this by your March payroll.



We're hosting exclusive webinars in the run-up to the tax year's end, to help you prepare for the end of the tax year, make the most of this year's allowance, and do more for your future.

You can view the available sessions by scanning the QR code with your phone's camera, and booking onto your preferred webinar.

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matters**

 www.my-money-matters.co.uk

 support@my-money-matters.co.uk

 01252 959 779



SCAN ME

It's important to remember that as your pension is invested, the fund value can go down as well as up, and you may get back less than you invest. The Pension eligibility and tax rules that apply depend on your individual circumstances and may change at any time.

Jemma Taylor and Helen Clark

HR Managers

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



2026 Festival of Fire Sport



FESTIVAL OF FIRE SPORT 

22 AND 23 APRIL 2026, SOUTH YORKSHIRE

**Are you ready to showcase your sporting skills, teamwork and friendship?
Represent your fire and rescue service at this year's Festival of Fire Sport.**

- Men's Football
- Women's Football
- Men's Rugby
- Women's Rugby
- Men's Cricket
- Women's Cricket
- Squash
- Ice Hockey
- Open Water Swimming
- Golf
- Netball
- Table Tennis
- Badminton
- Water polo
- British Firefighter Challenge

This event is open to all UK fire and rescue and NFCC employees.
Register your interest today: firesportuk.com

SCAN HERE 

The poster features a vibrant yellow background with a red wavy bottom edge. It includes illustrations of various sports: a runner, a soccer player, a tennis player, a firefighter, a netball player, and a golfer. The British Fire Service Crest is positioned in the top right corner.

A gentle reminder that the 2026 Festival of Fire Sport will take place across South Yorkshire on 22 and 23 April 2026, bringing together as many sections as we could to host fixtures and events over the two-day festival.

► Day 1 (22 April) – The opening day will see many active sections hosting fixtures and events. We have secured venues for the national football, rugby and cricket sections to hold fixtures and these sections are all organising themselves to showcase their talents and to compete against suitable opponents. We also expect other events to be organised that people can register their interest to participate, including racket sports, open water swimming, golf, netball, bowls, ice hockey and even waterpolo

▶ Day 1 Celebration Evening Event – On the evening of 22 April, we are planning a celebration evening event with three-course dinner and entertainment. This will be a ticketed event with tickets on sale through an Eventbrite link. It is hoped that competitors, participants and spectators of all events will join us for the evening celebration where we can come together, share our experiences, celebrate success and inspire one another to continue to engage in the activities on offer through Fire Sport UK. More details on this event will emerge as planning continues.

▶ Day 2 (23 April) – Sheffield City Centre will host the British Firefighter Challenge event. This is an established event organised by firefighters, for firefighters. The event pushes firefighters to their limits and provides a great day of entertainment for participants and spectators. The venue for the event will be in the Peace Gardens in Sheffield City Centre. Participants will be able to register their interest with the British Firefighter Challenge website: britishfirefighterchallenge.co.uk

This is a call for people who may be interested to start getting involved as we are seeing numbers of entries increase. The QR code on the poster below takes you to a page where you can find out who to contact for more information about all of the activities on offer over the festival.

This event is open to all UK fire and rescue and NFCC employees. Register your interest today at firesportuk.com

Chris Kirby

Chair, Fire Sport UK

To have your news included in this section please email:

CFRS.update@cumbriafire.gov.uk

Our Code of Ethics



Putting our
communities
first



Dignity and
respect



Equality,
diversity and
inclusion



Integrity



Leadership

