



CFRS Weekly Update – 14/8/26

Weekly Update – At a Glance

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- ▶ Gas monitor replacement
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- ▶ Introducing your first two Rheged Rocks 'II' acts!

**** 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

CFRS support deployed to South Wales



Following a request to support South Wales Fire and Rescue Service with its major wildfire response, Cumbria Fire & Rescue Service deployed firefighters supported by a Station Manager to the ongoing incident.

The support is currently extended until Monday and was requested via National Resilience, which enhances the ability of the sector to respond to large-scale incidents by mobilising specialist resources from around the UK.

Thank you to everyone who expressed their willingness to help – your efforts are greatly appreciated and we are proud to be a service which responds when calls for support come from out of the county.



While our firefighters work hard alongside colleagues to respond to these wildfires, Prime Minister Andy Burnham announced today that a temporary ban on the sale of disposable barbecues has been introduced. The statutory guidelines introduced by the Government can be found here: [Statutory Guidelines On Disposable BBQs - GOV.UK](#)

Tony Paterson

Area Manager – Prevention, Protection, and Health & Safety

Annual Awards – nominations now OPEN

It's that time of year again... 🙌 we are delighted to announce that nominations for our Annual Awards celebrating our people and your achievements are now **OPEN**.

You can nominate a colleague or team by email to media@cumbriafire.gov.uk – please include your name, the name of the person/team you are nominating, the award you are nominating them for, and the reasons for the nomination (giving as much detail as possible).

We would love to encourage video nominations which can then be played at the awards ceremony (technology permitting) for those who are shortlisted to be recognised – you can submit those by email to the same address.

This year's categories are:

- ▶ Community Contribution Award (Putting Our Communities First)
- ▶ EDI Champion (Equality, Diversity and Inclusion)
- ▶ Unsung Hero Award (Integrity)
- ▶ Outstanding Achievement (Dignity and Respect)
- ▶ Inspirational Leader Award (Leadership)
- ▶ Team of the Year
- ▶ Community Ambassador of the Year
- ▶ Service Leadership Team's 'THACK' Values Award
- ▶ On-Call Champion
- ▶ Outstanding Contribution

You can find more information about the categories and criteria here: [**Celebrating the skill and dedication of our workforce | Cumbria Fire & Rescue Service**](#)

Nominations close at 11.59pm on **Sunday, 13 September 2026**. The winners will be revealed at a ceremony on **Friday, 23 October 2026**.

If you have any questions please contact Lauren Woodward or Liam Waite.

Lauren Woodward

Assistant Chief Fire Officer – Service Delivery

Reminder of Home Fire Safety Visits expectation

I would like to remind all teams of the need to make a concerted effort to reduce the number of outstanding Home Fire Safety Visits (HFSVs) currently recorded on CFRMIS.

The expectation set out within policy is that no Home Fire Safety Visit referral should remain outstanding for more than **28 days**. It is therefore essential that all of our teams take prompt action to arrange and complete visits within this timescale.

In addition, each watch is now expected to complete **20 Home Fire Safety Visits per month from the referral list on CFRMIS** until the backlog can be reduced to the point where all referrals are less than 28 days old. These visits should be prioritised by referral age to ensure we are effectively managing risk within our communities and meeting our service standards.

Please review your station's current position and ensure that plans are in place to address any backlog of referrals, including pushing outside of typical station areas where on-call availability allows.

I also understand there will be challenges that may impact on your ability to meet these expectations – please raise them through your line management at the earliest opportunity.

Your support in driving down the number of outstanding referrals and maintaining compliance with policy is appreciated.

Dean Readman

Station Manager – LCU 5 (Penrith) and Prevention (Road Safety, Home Fire Safety)

Gas monitor replacement

Over the coming weeks you will be receiving a new gas monitor to replace the BW Clip currently in service.

These new gas monitors (PS Duo) offer both oxygen and carbon monoxide monitoring and therefore greater protection for crews.

Please ensure you complete the LearnPro module and read the equipment notes before using the equipment. You will also be sent a pouch of silica to be placed in the storage box you already have on the pump.

The old BW Clip should be returned to Technical Services via the internal mail system or your Station Manager.

Sean Philips

Technical Services Coordinator

Update to Adverse Safety Event investigation instruction

As part of their Adverse Safety Event investigation, investigators are to now upload their own documents into FireWatch under the *Documents* tab.

This replaces the previous instruction to send all documentation to the Health & Safety team to upload.

If you have any questions, please contact luke.russell@cumbriafire.gov.uk

Luke Russell

Health & Safety Advisor

Reminder and update to appraisals and development requests

A reminder to all colleagues to ensure your appraisal is completed and up to date. Appraisals are an important opportunity to reflect on your achievements, discuss future goals, and identify any development needs.

Please submit all completed appraisals to HR@cumbriafire.gov.uk where they will be logged on FireWatch.

If you have identified a learning or development requirement as part of your appraisal, the [Training & Development Request Form](#) is now available to support these discussions and help us plan and prioritise development opportunities.

Danielle Cox

Organisational Development Manager

NFCC Leadership Framework refresh

The National Fire Chiefs Council has recently launched a refreshed **Leadership Framework**, designed to be more relevant, accessible and aligned with current sector priorities.

The updated framework places a stronger emphasis on leadership behaviours for everyone, not just those in management roles, and includes new content on systems thinking, psychological safety and technology. It has also been aligned with the Core Code of Ethics and updated with a more accessible design and clearer behavioural guidance.

We encourage all colleagues to take a look at the refreshed framework and consider how it can support their own development and leadership practice. We will also be exploring how the framework aligns with CFRS leadership expectations and how its principles can be embedded within our own leadership practices.

Leadership Framework - NFCC

If you would like any further information, advice or guidance on leadership development and the opportunities available to you, I would be happy to help.

Danielle Cox

Organisational Development Manager



Equality, Diversity and Inclusion

Reinvigorating Staff Network groups

The service is currently in the process of reinvigorating the Staff Network groups. Staff Networks exist to support equality, diversity and inclusion (EDI) by providing safe, supportive forums for staff and volunteers. Networks help remove barriers,

influence policy and practice, advocate for underrepresented groups, and improve the working environment and community engagement.

Please see a list below of staff network groups and their senior sponsor:

- ▶ Mental Health – Ian Seel
- ▶ LGBTQ – Dave Love
- ▶ Women in the Fire Service – Jennie Schamp
- ▶ Neurodiversity and Disability – Lauren Woodward
- ▶ Armed Forces – Mark Nicholson

CFRS is committed to the promotion of equality, diversity and inclusion for all in all our practices and arrangements. If you have an interest in any of the above networks, we would like to get you involved to support and shape the future of these groups.

Through measured and focused activity, our Staff Networks can greatly assist us in working towards eliminating discrimination and promoting equality of opportunity irrespective of protected characteristics.

CFRS Staff Networks are encouraged to influence the local, regional, and national agenda for all matters relating to (but not exclusively) protected characteristics. Our Staff Networks provide a safe space and forum to raise issues and concerns whilst improving the working environment within the service.

If you would like any further information, please contact the appropriate senior sponsor or Toria Barnes victoria.barnes@cumbirafire.gov.uk

Toria Barnes

Resourcing, Talent and Wellbeing Lead

Self-reported UK female firefighter health and fitness survey

Calling **UK** Female Firefighters

Exploring the Health and Physiology of UK Female Firefighters

Take part in a vital study exploring how female anatomy, physiology, and key life stages can affect operational performance — and how the UK fire and rescue sector can better support women throughout their careers.

What will we ask about?

- **Your background** — Age, years of service, height, weight, and BMI
- **Performance and fitness** — Aerobic capacity, strength, and physical activity levels
- **Women's health across the career span** — Hormonal health, pregnancy, postpartum, and menopause
- **Exercise and support** — Participation, barriers, facilitators, and supportive environments
- **Operational wellbeing** — Injury, illness, and effects on performance.
- **PPE and fit for purpose** — How firefighting PPE supports female physical performance

Your voice matters.

Your experience can help improve understanding, policy, and support for women working in the UK fire and rescue sector.



Interested in taking part?

Scan the QR code to register your interest.



Our research team are conducting a survey to better understand the self-reported views of female firefighters in relation to processes used within the UK fire and rescue sector, physical performance and fitness of operational female firefighters and female health and firefighting performance.

This research can help to:

- ▶ Inform fitness assessment practices, annual and return-to-work assessments
- ▶ Understand female-specific concerns around fitness standards and meeting occupational demands

Self-Reported UK Female Firefighter Health and Fitness Survey – Fill out form

The survey should take no longer than 25 minutes to complete and can be completed anonymously.

The questionnaire link contains a participant information sheet with further information about the study. If you have any questions about the study after reading this, please feel free to contact Warren Hart 13491005@students.lincoln.ac.uk.

Warren Hart

PhD Research Student, University of Lincoln

Wellbeing Survey launched – we want to hear from you!

Your wellbeing is important to us. By completing this survey, you'll help us better understand the challenges, barriers and opportunities that exist across CFRS. Your feedback will directly inform how we develop services, support and initiatives to create a more inclusive and supportive workplace.

The survey takes just a few minutes to complete and is open to all CFRS employees. Scan the QR code below to complete the survey or use the link:



Victoria Barnes

Resourcing, Talent and Wellbeing Lead



Vacancies

Business Support Administrator

Salary: £26,403–£26,824

Locations: The role is based at Service HQ, Penrith

Hours: 37 hours per week – we offer flexible working opportunities, including part-time arrangements, which can be discussed at interview

Contract: Six-month fixed term

Closing date: Wednesday 26 August 2026, 11.59pm

Interviews: w/c Monday 7 September 2026 at Service HQ, Penrith

For more information: [**CFRS0183 - Business Support Administrator | Cumbria Fire & Rescue Service**](#)

Equality, Diversity and Inclusion (EDI) Delivery Lead

INTERNAL ONLY

Salary: Grade 14 (or equivalent Grey Book, Watch Manager) £45,091

Locations: Based primarily at Penrith, the role will involve travel throughout Cumbria

Hours: 37 hours per week – we offer flexible working opportunities, including part-time arrangements, which can be discussed at interview

Contract: 12-month fixed term

Closing date: Friday 28 August 2026, 11.59pm

Interviews: Thursday 10 September 2026 at Service HQ, Penrith

For more information: [**CFRS0184 - Equality, Diversity & Inclusion \(EDI\) Delivery Lead \(INTERNAL ONLY\) | Cumbria Fire & Rescue Service**](#)



Other

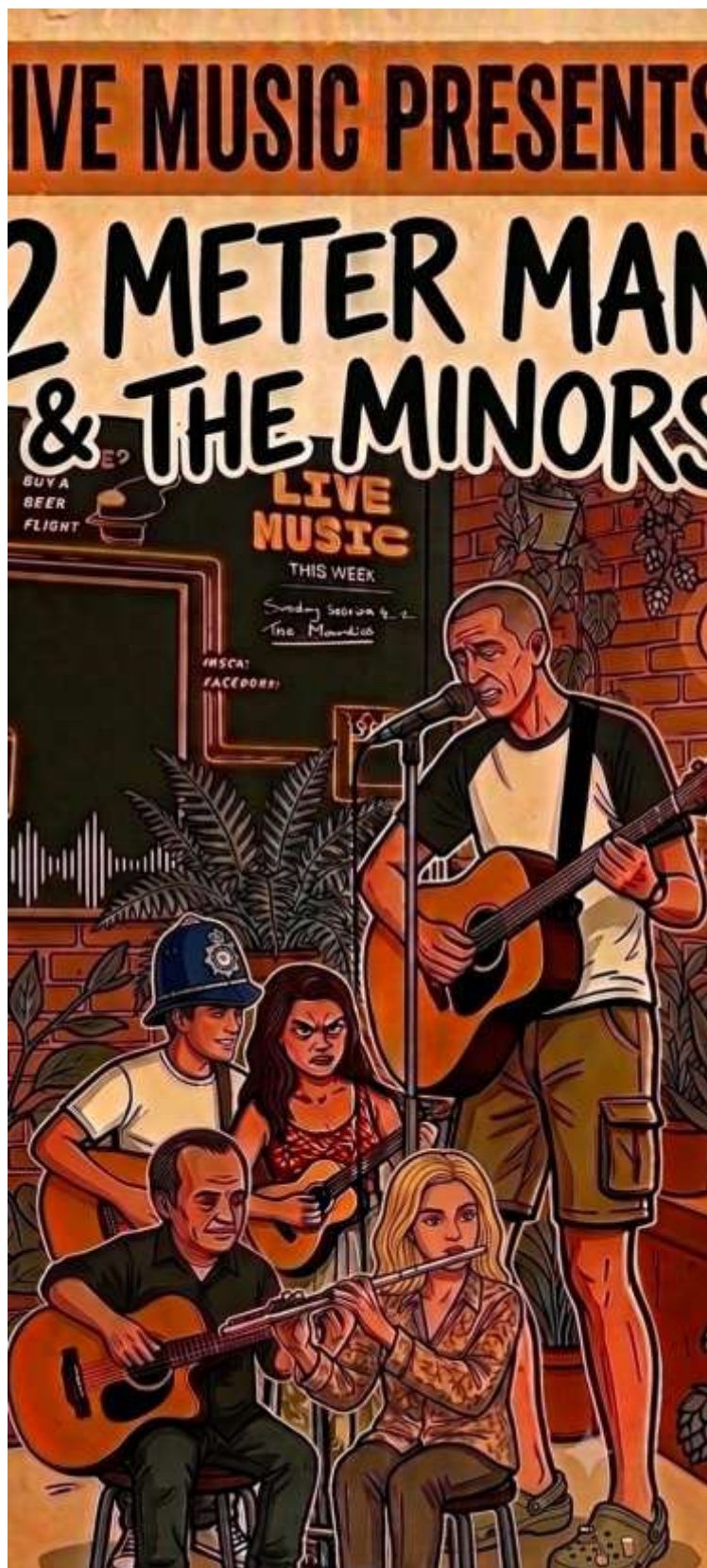
Introducing your first two Rheged Rocks acts!

As we build towards Rheged Rocks 'II', the live music celebration of Cumbria Fire & Rescue Service, let's get to know some of the amazing acts we've got lined up to entertain you on the night...

2 Meter Man is a six-piece band based on Carlisle West Fire Station which will be bringing great folk covers and punchy tunes to the stage.

The band features:

- ▶ Dan Bulman (guitar and vocals)
- ▶ Charlie Hunter (angry ukelele)
- ▶ Roy Glendinning (bass)
- ▶ PC Laurie (guitar)
- ▶ Ali Wright (flute and vocals)
- ▶ Si Rogers (guest on Cajun drum)



Next up are **M Squared** – this duo from Whitehaven Red Watch have put their act together just for the night, with Mark Eastwood and Martin Woodhall delivering a

great vocal range to complement a cracking guitar sound, banging out popular covers



Rheged Rocks 'II' will take place at Rheged near Penrith on Saturday 5 September and will include live music performances by people from across the service, as well as a raffle, auction, bar and food, all raising money for the Fire Fighters Charity and Great North Air Ambulance Service.

Date: Saturday 5 September

Time: 6.30pm–11pm

Tickets: On sale NOW, £20 each (which includes entry into a fabulous prize draw):
rheged.com/event/rheged-rocks-ii-lifeline

Darren Elliott and Lisa Carr

To have your news included in this section please email:

CFRS.update@cumbriafire.gov.uk

