



CFRS Weekly Update – 11/9/26

Weekly Update – At a Glance

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► Upcoming free ACAS webinars

**** 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

Service marks 25th anniversary of 9/11 attacks



Colleagues across the service came together to mark the 25th anniversary of the 9/11 attacks at 1.46pm on 11 September, the exact time the first aircraft struck the North Tower (UK time). Cumbria joined the global fire and rescue service community in reflecting on the lives lost during the incident recovery and response at the World Trade Center, which included 412 emergency services workers, 343 of which were firefighters.

We will forever honour their legacy.

Chief Fire Officer recruitment

As you will all be aware, the previous Chief Fire Officer, Paul Hancock, has stepped down from the service. I am pleased to state that Paul has left the service in a positive place and that we are looking for an exceptional individual who will continue to build the service to be the best possible for the county and to assist the organisation and staff to continue to thrive.

We are currently recruiting for a Chief Fire Officer for Cumbria Fire & Rescue Service. I am looking for a strategic, motivated, resilient and inspirational leader who will support staff to continue to build the best service possible for Cumbria, its residents and visitors.

The deadline for applications is **Wednesday 30 September 2026** at 12 noon. Anyone interested in applying is welcome to do so – the recruitment pack can be found on my website or on CFRS's website.

During the recruitment process, ACFO Ben Ryder will continue as Temporary Chief Fire Officer, alongside SLT, to lead the organisation.

If anyone has any questions, please contact my office on 01768 217734 or at commissioner@cumbria-pcc.gov.uk.

David Allen

Police, Fire and Crime Commissioner

On-call MOS prevention training

As part of this quarter's skills maintenance programme, on-call operational staff will be receiving prevention training to support the delivery of home fire safety visits following operational incidents. These sessions will be delivered over Teams by Prevention staff and take place the week commencing **Monday 21 September**, with each session running from 7pm to 9pm.

This training will provide personnel with the knowledge and confidence to engage with residents, identify fire safety risks, and offer appropriate prevention advice and interventions. By expanding this capability within our on-call workforce, we can

enhance our post-incident support, help reduce the likelihood of future incidents, and ensure vulnerable members of our communities receive timely fire safety guidance.

Please use the link below to join on the appropriate drill night – this link will also be sent to on-call Watch Managers and LCU Station Managers.

Join:

<https://teams.microsoft.com/meet/315183150775944?p=RgHtcNdTKC6g6pVcXn>

Meeting ID: 315 183 150 775 944

Passcode: Fw62q6fa

Dean Readman

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

Continued groundworks at Service HQ Penrith and A6 closure

From Monday 28 September, Kier Group will have increased activity around Service HQ Penrith through to the end of October. This is a continuation of the sewer upgrade for the A66 project and involves the green space land to the side of HQ and under the A6. Please be aware that there will be increased traffic from HGVs, plant equipment and site vehicles during this time.

From Friday 9 October to Sunday 12 October the A6 will see a full closure with **no blue light access**, so alternative routes must be taken.

Dean Readman

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

Crew Manager bows out after 33 years of service



Carlisle East and West Fire stations bid farewell to stalwart Jeff Bird this week after a remarkable 33 years of service to Cumbria.

Jeff first joined the retained service at Lazonby in 1993 and served there until joining the full-time fire service in 1996, spending virtually his whole career on Green Watch at Carlisle other than a brief stint on White Watch where he was promoted to the rank of Crew Manager before returning to Green Watch at Carlisle East in the same rank.

Jeff's calmness under pressure, professionalism, and example to others will be a huge miss to the service, but we wish him well in his next chapter.

Assistant Chief Fire Officer Ian Seel presented Jeff with a commemorative axe to mark his retirement in front of friends, family and colleagues past and present.

20-year medal for Carlisle firefighter

Nicola Bell was presented with her 20-year Long Service and Good Conduct Medal last week by Station Manager Mark Taylor in front of crew members of Blue Watch at Carlisle East and West fire stations.

Nicola first joined the fire service as an on-call firefighter at Penrith before joining the wholetime with Red Watch at the Old Fire Station at Carlisle.

She then worked to Red Watch at Carlisle West before joining Blue Watch at Carlisle East.

Well done Nicola – and here's to more good years to come!

Mark Taylor

Station Manager – LCU 1 (Brampton, Carlisle East, Carlisle West, Longtown)

Whitehaven Marina multi-agency exercise

Crews recently took part in a large-scale multi-agency exercise at Whitehaven Marina, designed to test operational response to a simulated incident aboard a dive vessel.

The scenario involved a carbon monoxide build-up affecting personnel on board, with six 'casualties' initially reported and several crew members unaccounted for. Appliances from Whitehaven (wholetime and on-call), Frizington, Egremont and Seascale fire stations attended and worked alongside partner agencies including HM Coastguard and Whitehaven Harbour Management.



The exercise provided valuable training opportunities across a range of operational disciplines. Breathing Apparatus (BA) teams were deployed to conduct systematic searches of the vessel for missing crew members, while coastguard personnel successfully recovered a casualty who had entered the harbour during the incident.

A number of command functions and sectors were established throughout the exercise, including BA Command, Command Support and Marshalling, enabling crews and partner agencies to effectively manage a complex and dynamic incident. The exercise demonstrated the importance of effective inter-agency working,

communication and command structures when responding to incidents in the maritime environment.

A special thank you goes to Crew Manager Ryan Collins for organising and coordinating the event, and to the Sellafield dive team for their support in helping deliver a realistic, valuable training exercise for all involved.



Well done to everyone who participated and contributed to the success of the exercise. The learning outcomes and experience gained will further strengthen our ability to respond safely and effectively to real-world incidents.

Kevin Vannet

Station Manager – LCU 4 (Bootle, Egremont, Frizington, Millom, Seascale)

Annual Awards – last chance to nominate!

You have your final chance to submit nominations for our Annual Awards celebrating our people and your achievements as we have extended the nomination deadline.

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 **Tuesday, 15 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

Governance Update – Decision Papers

This update is for the attention of those managers who are (or may at some point be) writing reports to be presented at SLT meetings.

A new step is being added to the process to get an item on the Forward Plan and on the agenda for an SLT meeting.

The new step is to complete a  **[Forward Plan Authorisation Checklist](#)**

This checklist can be found on SharePoint, under *Service Forms > Form 191*. This checklist is the starting point for the process and needs to be completed to get an item on the Forward Plan in advance of that item being added to a meeting agenda.

Once you have completed the checklist, this needs to be submitted to the PA to the Chief Fire Officer, **Ann-Marie.Sarginson@cumbriafire.gov.uk**. The checklist will then be returned to you with confirmation of the meeting date and a copy of the relevant template.

To learn more about this form, we have created a Guidance Document linked  **[here](#)**. Training sessions will be provided and presentations will be made at Standardisation and Service Improvement Board over the coming months.

We are trialling this form now, which means that if you have any items that you would like to go on the Forward Plan, you will need to complete this.

For more information and assistance, and to provide feedback, please contact **julie.gregory@cumbria.police.uk** or **charlotte.kirkwood@cumbrafire.gov.uk**.

Julie Gregory

Head of Legal



Equality, Diversity and Inclusion

The Resilience Gathering

The Resilience Gathering

A powerful day of motivational and inspirational speakers, curated by former Paratrooper and Firefighter Andy Steele, sharing hope that recovery from trauma is possible.



Thursday 29th October 2026

9:30am to 5pm

doors open at 8:30am

Tickets £10

Tea, coffee & light lunch compliments of The Halston.

<https://www.trybooking.com/uk/107172>

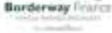




SCAN HERE





Your Speakers

Andy Steele is an ex-Paratrooper and Firefighter, now an EFT, Reiki, Hypnosis, Kinetic shift, Author, & Speaker.
Talk: Jumping into the fire; A journey to and through PTSD

Janice Thompson is an EFT and Matrix Reimprinting therapist and trainer, 3 degrees in psychology, 15 years of experience with thousands of clients.
Talk: Joy Beyond Grief

Sarah Seed is a Purpose Mentor, speaker, and founder of Her Soul Purpose™ Academy, supporting highly sensitive, empathic women to step into their authentic, vibrant, and purposeful lives and build businesses that truly work for who they are.
Talk: The Life that is waiting for you

Becks House Founder and director of S.I.S Strength in Struggles
Talk: Police to Paranoia

Charlie Garrick: Award-winning designer
Talk: From Pain to Passion, changing the way people view mental health and addiction

Jade Clifford Project Manager for iCan Wellbeing Group CIO
Talk: ADHD & Me: A Story of Hope and Possibility

These talks will be emotionally intense and could evoke strong reactions. Attendees are responsible for managing their own emotions. The organisers are not liable for any emotional distress experienced during or after the event.

On **Thursday 29 October 2026**, **The Resilience Gathering** event will take place at **The Halston Hotel, Carlisle**.

The event features a range of motivational and inspirational speakers sharing personal experiences of trauma, recovery, resilience, mental health and wellbeing.

The event runs from **9.30am to 5pm** (doors open at 8.30am) and includes tea, coffee and a light lunch. See attached poster for further details.

If you would like to attend, please email emily.fitton@cumbriafire.gov.uk who will book your place. Tickets are limited so please let the team know at your earliest convenience.

Danielle Cox

Organisational Development Manager

Wellbeing walk for north west fire and rescue services

Women in the Fire Service UK will be hosting a wellbeing walk at Rivington Pike on Friday 25 September. The seven-mile walk will start at 10.30am, offer a moderate, scenic route with beautiful views, and provide an opportunity to meet new people, challenge yourself, and build connections with colleagues from neighbouring services. You can find more details on the poster below:

WELLBEING WALK

Stronger. Together. Further. Together. 

A NORTH WEST REGION FIRE & RESCUE SERVICE EVENT

Hosted by Women in the Fire Service (WFS)

RIVINGTON PIKE

APPROX.
7
MILES



Friday 25th September



10.30am Start



Rivington Pike

Beautiful views, better together



Approx. 7 Miles

A moderate scenic route



Café or Brewery

at the end – time to relax and connect!



ALL WELCOME

Colleagues, partners, friends and families are welcome to join us. 

WHY JOIN?

- ✓ Support your wellbeing
- ✓ Enjoy the outdoors
- ✓ Meet new people
- ✓ Challenge yourself
- ✓ Spend time with friends and colleagues
- ✓ Build connections across North West Fire & Rescue Services



NEED MORE INFORMATION?

Amy Croxton-Evans
07483 186008

JOIN THE WELLBEING WALKING GROUP

Scan the WhatsApp QR code to join the Wellbeing Walking Group and receive:

- Event updates
- Meeting information
- Future wellbeing walks
- Opportunities to connect with colleagues across the North West




**PARKING:
HORROBIN LANE**

**PARK BETWEEN
THE RESERVOIRS**



Wellbeing Walking group
WhatsApp group



Scan or upload this QR code using the WhatsApp camera to join this group

GOOD FOR THE BODY, GREAT FOR THE MIND. 

Hosted by Women in the Fire Service (WFS)

Kasey Grainger

Station Manager – Operational Planning



Vacancies

Health and Safety Advisor

Salary: £34,434–£35,412

Locations: Based at Service HQ, Penrith with travel throughout Cumbria

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

Contract: Permanent

Closing date: Sunday 27 September 2026

For more information: [CFRS0186 - Health and Safety Advisor | Cumbria Fire & Rescue Service](#)

Digital, Data and Technology Project Manager

Salary: £45,091–£46,142

Locations: Based at Service HQ, Penrith and home working

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

Contract: Permanent

Closing date: Sunday 20 September 2026

Interviews: Interviews will be held in-person on Wednesday 7 October 2026 at Service HQ, Penrith

For more information: [CFRS0185 - DDaT Project Manager | Cumbria Fire & Rescue Service](#)



Other

Rheged Rocks raises more than £2,500 for charities



A sincere thank you to everyone involved with Rheged Rocks II: Lifeline, from those who helped pull everything together behind the scenes, to the performers and crowd on the night – you made it a special celebration of everything that makes Cumbria

Fire & Rescue Service unique. Look out for more pictures in the next issue of *Status* magazine!

You can read a full write-up on the night here: [Rescued teen reunites with lifesavers at Cumbrian charity gig – cumbriacrack.com](http://cumbriacrack.com)



Cumbrian Fire Cadets join peers to honour fallen firefighters

Representing the UK Fire Cadets programme at the Royal British Legion National Remembrance Gardens in Staffordshire, three cadets from Carlisle, Whitehaven and Workington units represented Cumbria and joined members of the fire and rescue service, bereaved families, and colleagues from across the sector in the Firefighters Memorial Trust's Annual Service of Remembrance and Wreath Laying Ceremony.

The annual event is one of the most significant dates in the fire and rescue service calendar and provides an opportunity to reflect on the courage, commitment and sacrifice of those who served their communities.



Lauren Woodward, Assistant Chief Fire Officer at Cumbria Fire & Rescue Service and the National Fire Chiefs Council's Executive Fire Cadet Lead, said: "It is a tremendous honour for our Fire Cadets to take part in the Annual Service of Remembrance.

"The event provides a powerful opportunity for young people to learn about the history and traditions of the fire and rescue service, while paying tribute to those who made the ultimate sacrifice in the line of duty."

HQ Reception early closing

Please be aware that due to staff annual leave, Reception at Service HQ Penrith will be closing at 4.30pm from Monday 14 September to Thursday 17 September, and at 4pm on Friday 18 September.

If you are expecting visitors after this time, please arrange to collect them from reception.

Jane Walker

Business Support Team leader

Planning for retirement course

Keeping your retirement plans on track can be a challenging task.

The Affinity Connect *Planning for retirement* course encourages a positive and realistic approach to help you make informed choices about your retirement plans. You can find out more and register [here](#).

is it time to plan for your retirement?

"Good session, very informative, provided information I wasn't aware of."

Keeping your retirement plans on track can be a challenging task. The retirement course encourages a positive and realistic approach to help you make informed choices about your retirement plans.

Grow your knowledge with us

Book onto a
**PLANNING FOR
RETIREMENT**
course today

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Pensions team

Upcoming free ACAS webinars

Disciplinary procedures: an introduction to the investigation process

Monday 14 September, 10am–11am

In this webinar, we'll look at the legal and good practice considerations for carrying out an investigation during disciplinary procedures. It covers: when and why it is appropriate to carry out an investigation; how to prepare for and conduct an investigation; what to consider after the investigation is complete.

[View details or book your place](#)

Managing a fair disciplinary procedure

Monday 21 September, 10am–11am

This webinar will provide you and your managers with a valuable opportunity to see some of the key elements that go into creating a fair disciplinary process. We will include guidance on suspension, investigations, hearings, the right to be accompanied and appeals. It covers: the principles of following a fair process; the use of informal approaches to resolve matters; how to deal with suspensions and the key principles when conducting investigations; a walkthrough of the formal disciplinary process including the disciplinary hearing, the right to be accompanied and making a decision; hearing appeals.

[View details or book your place](#)

Jemma Taylor and Helen Clark

HR Managers

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

