



CFRS Weekly Update – 18/9/26

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

Cadets shine at Casualty Care Challenge



Cumbrian Fire Cadets showcased their skill, teamwork and professionalism by clinching third place at the UK Fire Cadets' Casualty Care Challenge.

The challenge brought together teams from Northamptonshire, Cumbria, South Yorkshire, Essex, Lincolnshire, and Hereford & Worcester at the United Kingdom Rescue Organisation (UKRO) Festival of Rescue 2026, hosted by Essex County Fire and Rescue Service at the University of Essex on Saturday.

After a highly competitive event, one of the Cumbrian teams made up of Ryan-Birt Read, Mia Rodda and Chloe Brooks clinched third place, finishing behind two teams from Hereford & Worcester Fire and Rescue Service.

Cadets tested their casualty care and first aid skills in realistic emergency scenarios and were assessed on their ability to provide immediate care, communicate effectively and work together under pressure.

Mia also received the coveted Cadet of the Day Chair's Award, reflecting her outstanding standard in leadership, communication and confidence in dealing with casualties and challenging situations.

Their success is not only a credit to the cadets who attended, but all of our cadets units and the people who have supported them, from operational crews to volunteer instructors and our Cadets team.

20-year medal for Carlisle firefighter

Following last week's article about Nicola Bell, who was presented with her 20-year Long Service and Good Conduct Medal in front of crew members of Blue Watch at Carlisle East and West fire stations, I am pleased to share a picture from the occasion to recognise Nicola's service as both an on-call and wholetime firefighter.



Mark Taylor

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



Equality, Diversity and Inclusion

Free Acas e-learning for staff with line management responsibilities

Acas has a free e-learning platform with courses which, although not specific to the fire sector, will be helpful to CFRS managers. Acas has recently launched the following courses among many others:

Building Neuroinclusive Workplaces

This new e-learning course explains the difference between neurodiversity, neurodivergence and neuroinclusion.

It explores how workplace systems, communication, recruitment, management practice and everyday decisions can affect neurodivergent people's experiences at work.

You will work through practical examples and short case studies to consider how managers, colleagues and organisations can create clearer, more flexible and more inclusive ways of working.

By the end of this course, you will be able to:

- ▶ Explain what neuroinclusion means in a workplace context
- ▶ Recognise how everyday workplace practices can create or reduce barriers
- ▶ Identify practical ways to support neurodivergent employees
- ▶ Consider how inclusive adjustments can be built into systems, processes and decisions

Sexual Harassment at Work: Prevention and Early Action

Sexual harassment at work can affect anyone and any organisation. It's essential that all workers understand what sexual harassment is, how to prevent it and how to take action when it happens.

This new e-learning course introduces how sexual harassment is defined in the Equality Act 2010 and how to recognise it at work. It also covers the employer's legal duty to take reasonable steps to prevent sexual harassment, including by third parties, and offers examples of steps that can be taken.

Finally, you will explore how an incident might be reported, how to address a complaint effectively, and what the law says about whistleblowing.

[Sign in or create your free e-learning account](#)

Emily Grey

HR Advisor

Survey invitation

You are invited to take part in two national surveys exploring wellbeing and cultural climate across the UK fire and rescue services

The surveys are part of a Nottingham Trent University PhD project, supported by the National Fire Chiefs Council (NFCC). They are open to everyone currently working in a UK fire and rescue service, across operational and non-operational roles, services, duty systems and career stages.

This is the first wave of a three-year programme designed to build a stronger national evidence base for the sector. Unlike a one-off staff survey, repeated waves can show whether experiences are changing, where pressures are emerging, and whether different parts of the workforce are being affected in different ways. The stronger the participation, the more useful that evidence will be.

You do not need to be struggling to take part. Experiences of feeling supported, under pressure, positive, mixed or uncertain are all valuable.

Each survey takes around 20 minutes, and both will remain open for one month. They can be completed separately during the survey window. Completing both helps link personal wellbeing with the wider working environment, and demographic questions only need to be completed once across the two surveys each year.

Taking part is voluntary. Responses are anonymous, and raw survey data will be held and analysed by the Nottingham Trent University research team. Individual responses will not be shared with services, the NFCC or any external organisations. Findings will only be reported as anonymised summaries and grouped patterns, with care taken so individuals and small groups cannot be identified.

- ▶ [Click to complete the Annual Wellbeing Survey](#)
- ▶ [Click to complete the Cultural Climate Survey](#)

Closing date: Sunday 4 October 2026



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

Updated new supplier form

In collaboration with Cumbria Constabulary, a new Supplier Information Form has been introduced and must be used for all new supplier requests going forward.

Once completed, please email the form to the Commercial team at HQStores@cumbria.police.uk who will now undertake credit checks on organisations before they are added to the finance system, helping to strengthen our supplier onboarding and due diligence processes.

The new supplier form can be located on SharePoint at [Service Documents/Service Forms/Forms 1000 – Finance](#) and is in use with immediate effect.

Laura Watson

Head of Finance

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

