

# The FIR Programme

## What is FIR?

The FIR Programme is an industry-wide initiative that is making workplaces better for everyone. We provide free resources and training to any person or company that wants to access and use them. We help employers to meet their legal obligations around equality and anti-discrimination and to empower people to make their workplaces more supportive for all.

## Why FIR matters

FIR matters because it makes good business sense.

Engaging with the FIR programme will help workplaces within the built environment to become more inclusive and better for everyone, so that every employer can:

- Attract, recruit and retain the best of all available talent
- Address the industry-wide skills shortage
- Capture the business benefits of diversity, including better productivity, innovation and collaboration; safer workplaces, enhanced financial performance

- Enhance reputation by being part of a collaborative, innovative industry-wide initiative.

## FIR Toolkit

The FIR Toolkit is a **free** resource available to anyone to use and share. The Toolkit includes:

### 7 FIR e-learning modules

- Achieving business success through FIR (module for directors, senior managers and professionals)
- Fairness, Inclusion and Respect on site: Why it matters and how to achieve it
- Flexible working
- Setting up an inclusive site and site office
- Leading people inclusively
- FIR Train the Trainer
- Recruiting people, fairly and inclusively\*



\*coming soon

## 6 FIR Toolbox Talks

- FIR Induction
- Mental Health and Wellbeing
- Language
- Respect
- Responsibilities
- Wellbeing



The FIR Toolkit also includes a Resource Library, case studies and more.

The FIR Toolkit is a **free** industry resource developed by:

**Balfour Beatty**  
**BAM Construct UK**  
**CECA**  
**CITB**  
**GRAHAM Construction**  
**Highways England**  
**Network Rail**  
**Osborne**  
**Skanska**  
**Supply Chain Sustainability School**  
**VINCI Construction UK**



“I found it really beneficial to attend an Introduction to FIR workshop. Fostering an environment centred around fairness, inclusion and respect is core to business sustainability and go towards helping to make our industry ‘Better For Everyone’.”

FIR workshop attendee, Costain.

“In promoting Industry learning there has been nothing like the FIR Programme. Very uniquely, competitor organisations are freely helping and supporting each other in lessons learned and sharing FIR best practice, recognising this is the only way to deliver industry wide change and meet the skills shortage. FIR is not something we can do effectively in our own business in isolation. The FIR Programme has an absolutely vital part to play in helping the industry meet the approaching skills shortages.”

Richard King, Director, Osborne.

## Introduction to FIR workshop

At this workshop participants will:

- Discuss what FIR means
- Learn why FIR matters
- Learn where to go for support to progress FIR
- Develop an initial action plan to progress FIR

## Who are the Introduction to FIR workshops for?

- Introduction to FIR workshops are suitable for absolutely everyone working in the built environment, whatever their role or position in the hierarchy. We assume no previous knowledge of equality, diversity and inclusion
- Participants in past workshops have included site supervisors, team leaders, project and programme managers and directors and support staff working in human resources, finance, procurement and supply chain, marketing, business development and more
- If you would like to host a half day workshop for your people and supply chain, we can provide

facilitation and materials. Just contact us for more information.

### Other FIR workshops available:

- Becoming a FIR Ambassador
- FIR Ambassador coaching
- FIR Train the Trainer
- FIR Train the Trainer coaching
- Leading People Inclusively

## FIR Ambassadors Network

The Programme facilitates a network of FIR Ambassadors.

### What are FIR Ambassadors expected to do?

A FIR Ambassador is expected to act as a role model for Fairness, Inclusion and Respect in their offices, sites or projects. This means embodying the principles of FIR to work collaboratively whilst stepping in to challenge non-inclusive behaviour, and positively impact workplace culture.

## Who can become a FIR Ambassador?

FIR Ambassadors can be employed at any level of the organisation. They

should have the explicit support of more senior management, be influential in their business or team, and be able to maintain positive relationships based on respect.

## What are the benefits of joining the FIR Ambassador network?

FIR Ambassadors benefit from:

- FIR Ambassador coaching events
- FIRry Friday emails
- Invitation only LinkedIn group
- Industry learning and materials
- A hub of shared experiences and good practice.



## Contact the team today:

email [veronica@supplychainschool.co.uk](mailto:veronica@supplychainschool.co.uk)

call 020 7697 1977

or go to [www.supplychainschool.co.uk/FIR](http://www.supplychainschool.co.uk/FIR)

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