

The FIR Programme

The Fairness, Inclusion and Respect (FIR) Programme is an industry-wide initiative that is making workplaces better for everyone.

What is FIR?

The FIR Programme provides *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:

6 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
- Recruiting people, fairly and inclusively

6 TOOLBOX TALKS

- Fairness, Inclusion and Respect introduction
- Mental Health and wellbeing
- Language
- Respect
- Responsibilities
- Wellbeing

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



The FIR Toolkit also includes a resource library, case studies, webinars and more.



CONTACT THE TEAM

✉ antoINETTE@supplychainschool.co.uk

sara@supplychainschool.co.uk

🌐 supplychainschool.co.uk/FIR

🐦 [FIR4Us](https://twitter.com/FIR4Us)

What people say

“*ACCESSING the fantastic free online resources and training workshops has enabled our organisation to increase our knowledge on FIR resulting in our workplace being better for everyone. I was able to become a FIR Ambassador, and this has enabled me to act as a role model and promote to others that FIR is key to business success and performance. I would encourage everyone in the industry to get involved with this amazing programme and embrace FIR to help the industry meet the skill shortages we face.*

- Hannah Smiley, HR, Manager, Venesky-Brown

“*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?

These 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/programme managers and directors, staff working in human resources, finance, procurement and supply chain, marketing and business development.

If you would like to host a half-day workshop for your people and supply chain, we can provide facilitation and materials.

Other FIR workshops available:

- Becoming a FIR Ambassador
- FIR masterclasses
- Leading people inclusively
- Inspiring and coaching new employees

FIR Ambassadors network

The programme facilitates a network of FIR Ambassadors. 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?

Ambassadors benefit from:

- Webinars
- FIRry Friday information emails
- FIR Ambassador learning journey/course
- Invitation-only LinkedIn discussion group
- Industry learning and materials
- A hub of shared experiences and good practice 🌟

