

# The FIR Toolkit

## What is the FIR Toolkit?

The FIR Toolkit has been developed by the construction industry, for the construction industry, to explain the principles and business benefits of Fairness, Inclusion and Respect. The FIR Toolkit is a range of *free* workshops, e-learning modules, toolbox talks, webinars, case studies and other online resources. There is no cost to attend workshops or use resources.

Our workshops run throughout the year and industry stakeholders can apply to hold a free FIR workshop on any of the topics, as long as they provide a venue, and it is open to their supply chain or other industry delegates.

The Toolkit is available online at [SUPPLYCHAINSCHOOL.CO.UK/FIRTOOLKIT](https://supplychainschool.co.uk/FIRTOOLKIT).

## FIR Toolkit

- e-learning modules
- Toolbox talks
- Resource library
- Case studies
- Webinars

## E-learning modules



1hr

### INTRODUCTORY

1hr

#### FIR on site: Why it matters

*For site management*

What FIR means; why FIR matters; employer and employee rights and responsibilities (Equality Act 2010).

#### Achieving business success through FIR

*For directors and managers*

What FIR is and its business benefits as well as risks associated with not progressing FIR.

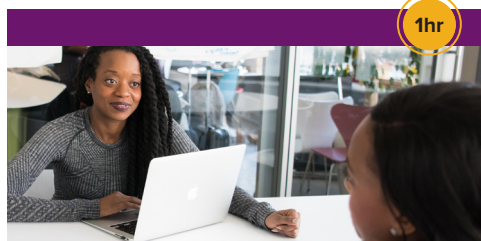


30m

#### Setting up an inclusive workplace

*For project directors and managers*

A step-by-step guide for good practice via a recruitment process flowchart.



1hr

### INTERMEDIATE

45m

#### Recruiting fairly and inclusively

*For managers and supervisors*

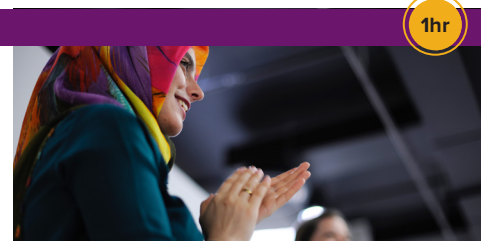
A step-by-step guide for good practice via a recruitment process flowchart.



#### Flexible working

*For managers and supervisors*

What flexible working means, why workers increasingly want to work flexibly and related legislation.



1hr

#### Leading people inclusively

*For managers and supervisors*

What it means to lead people inclusively and the difference between leadership and management.

## CONTACT THE TEAM



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FIR4Us

## Toolbox talks

*For site and frontline workers*



Toolbox talks are short videos suitable for anyone working in the built environment. Designed to be delivered by site managers to site operatives, they are a great way to stimulate group discussion and reflection on issues considered. Toolbox talks come complete with trainer notes and facilitation guides.



<b>FIR Induction</b>	Sets expectations in relation to 'acceptable' workplace language and behaviours.
<b>Community liaison</b>	How to handle confrontation from a member of the public.
<b>Language</b>	How words and language we use has an impact on others.
<b>Mental health</b>	What mental health is, how to maintain good mental health; symptoms and consequences.
<b>Responsibilities</b>	The Equality Act 2010, the responsibilities of employers vs employees.
<b>Respect</b>	Actions that make people feel respected and disrespected.
<b>Wellbeing</b>	How to support wellbeing.



## Workshops

*Other workshops are currently in development, including a mentoring course. Get in touch for further details.*



### INTRODUCTORY

#### **The business case for Fairness, Inclusion and Respect**

*For everyone*

What FIR is, why it matters and how to achieve it.



### INTERMEDIATE

#### **Becoming a FIR Ambassador**

*For completed initial learning*

FIR good practice, barriers to overcome, and potential workplace scenarios.



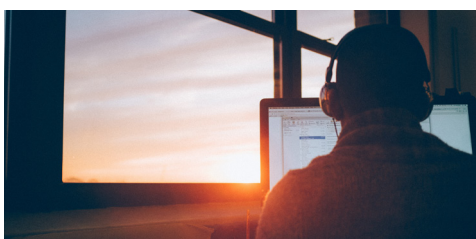
### INTERMEDIATE

#### **Leading people inclusively**

*For managers and supervisors*

What it means, how it feels to be excluded, recognising biases and influencing organisational development.

## Webinars



We run webinars on topics such as: Inclusion in design, Unconscious bias and How to increase disability disclosure rates. These webinars are delivered by subject matter experts.