

The FIR Programme

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

What is FIR?

The FIR programme provides, free, industry-endorsed training and resources, guidance and materials, that supports businesses to be more innovative and profitable by addressing workplace culture challenges, and helps attract and retain people from the full pool of talent.

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

The FIR Toolkit

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

29 E-LEARNING MODULES

- Achieving business success through FIR.
- FIR 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.
- Managing challenging conversations.
- Understanding invisible disabilities.
- Race & intercultural competence (Part 1 & 2)
- 14 Neurodiversity modules

6 TOOLBOX TALKS

- FIR induction
- Mental health & wellbeing
- Language
- Respect
- Responsibilities
- Wellbeing



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

The FIR Toolkit is a free industry resource developed by:

- Balfour Beatty
- BAM Construct UK
- CECA
- CITB
- GRAHAM Construction
- National Highways
- McLoughlin Group
- Network Rail
- Osborne
- Skanska
- Supply Chain Sustainability School
- VINCI Construction UK
- WJ Group
- Transport for London
- HS2

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[Fairness, Inclusion & Respect Programme](#)

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 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**

Business Case for FIR Workshop

At this workshop participants will:

- Discuss what FIR looks like in practice and why it matters.
- Learn how an effective FIR strategy can support an organisation’s business objectives.
- Develop an initial action plan to progress FIR.

Who is this workshop for?

These interactive workshops are suitable for anyone working in the built environment, whatever your 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, get in touch with us via email to discuss this further.

OTHER FIR WORKSHOPS

- Becoming a FIR Ambassador
- Leading people inclusively
- Recruiting people, fairly and inclusively
- Setting up an inclusive site
- Flexible working
- FIR on site: Why it matters and how to achieve it
- Race & intercultural competence
- Understanding invisible disabilities
- Managing challenging conversations
- Unconscious bias
- Measuring and monitoring workforce diversity
- Embedding FIR in procurement practices
- Inspiring and coaching new employees

All workshops can be delivered face-to-face or virtually.

FIR Ambassador’s Network

The programme facilitates a network of over 1,000 FIR Ambassadors. FIR Ambassadors are in a special position to work closely within their organisations to promote the

business benefits of FIR and the FIR Programme, share the very best practice on FIR and challenge non-inclusive procedures and behaviours within the workplace.

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?

The FIR Ambassador’s network will:

- Help FIR Ambassadors to develop and nurture professional relationships with informed contacts who have similar goals.
- Provide FIR Ambassadors with a platform to discuss common challenges and opportunities and act as a sounding board for new ideas.
- Share access to new and valuable information and learning materials through several initiatives. 🧑‍🏫